

# DOD CIVILIAN DEMOGRAPHICS AS OF AUG 31, 2008

## ***TABLE OF CONTENTS***

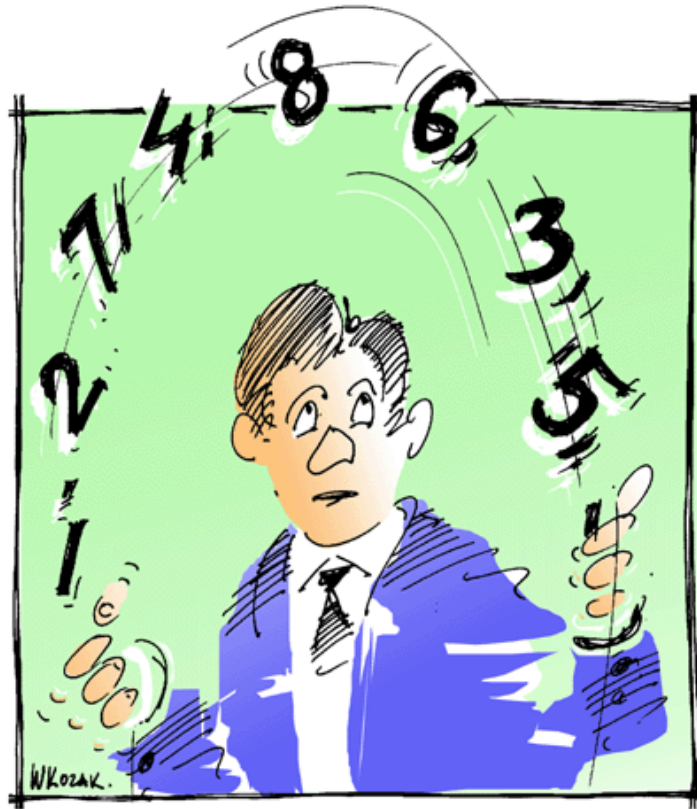
### ***APPROPRIATED FUND***

DOD CIVILIAN OVERVIEW

DOD SENIOR LEADER OVERVIEW

### ***NON APPROPRIATED FUND***

### ***LOCAL NATIONALS***



## TABLE OF CONTENTS

Appropriated Fund	PAGE NUMBER
General Schedule.....	7
National Security Personnel System.....	8
National Security Personnel System (Standard Career Group, Scientific and Engineering Career).....	9
National Security Personnel System (Medical Career Group, Investigative and Protective Services).....	10
Non NSPS vs NSPS.....	11
White Collar Employees.....	12
Blue Collar Workforce.....	13
Blue Collar vs White Collar.....	14
Work Schedule.....	15
Conus vs Oconus.....	16
Employees by Component.....	17
General Workforce Demographics (Race Designation, Ethnicity).....	18
General Workforce Demographics (Gender).....	19

## TABLE OF CONTENTS

General Workforce Demographics (Age).....	20
Education Levels.....	21
Disabilities Reported.....	22
Veterans' Preference.....	23
Supervisor to Employee Ratio.....	24
Non Supervisor/Supervisor by Components.....	25
Non Supervisor/Supervisor Ratios by Components.....	26
Bargaining vs Non Bargaining.....	27
New Hires .....	28
CSRS Retirement Eligibility.....	29
FERS Retirement Eligibility.....	30
CSRS and FERS Retirement Eligibility.....	31
CSRS and FERS Retirement Eligibility.....	32
Average Retirement Age and Average Years of Service at Retirement.....	33

## TABLE OF CONTENTS

Army Turnover Rate.....	34
Navy Turnover Rate.....	35
Air Force Turnover Rate.....	36
DoD Agencies Turnover Rate.....	37
National Guard Bureau Turnover Rate.....	38
All DoD Turnover Rate.....	39
All DoD Reemployed Annuitants.....	40
DoD Executives and Senior Level Employees.....	41
DoD Executives by Component.....	42
DoD Senior Level Positions/Scientific and Professional by Components.....	43
DoD Executives by Appointment Type.....	44

## TABLE OF CONTENTS

DoD Executives Demographics ( Ethnicity).....	45
DoD Executives Demographics (Minority Status).....	46
DoD Executives Demographics (Gender).....	47
Lab/Demonstration Projects.....	48
Lab/Demonstration Projects.....	49
Scientists and Engineers hired under DARPA.....	50
Highly Qualified Experts.....	51
Highly Qualified Experts (Race Designation, Ethnicity).....	52
Highly Qualified Experts (Gender, Age).....	53
Administratively Determined.....	54

### Non Appropriated Fund

Employees by Components.....	56
NAF General Workforce Demographics (RNO, *Ethnicity, Age, Gender).....	57

\*Non Appropriated Fund data provided by DMDC. Per DMDC, RNO and Ethnicity are two different fields. The data in the race category includes people of any ethnic preference (Hispanic/non-Hispanic). The 'Hispanic' ethnicity category groups the data into Hispanic/non-Hispanic categories and is based on the same population used to identify race.

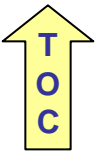
## TABLE OF CONTENTS

### Local Nationals

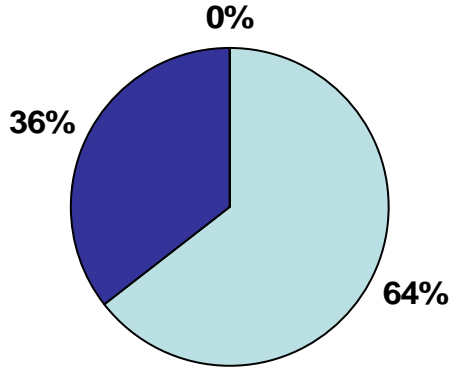
Local Nationals by Components.....	59
LN General Workforce Demographics (Age, Gender).....	60

# **APPROPRIATED FUND**

# DoD Civilian Overview (Appropriated Fund)

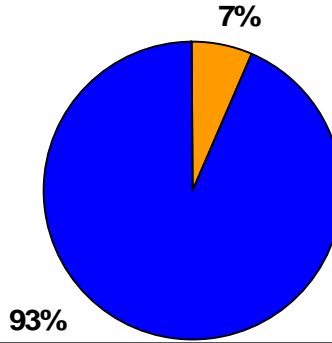


**Gender**



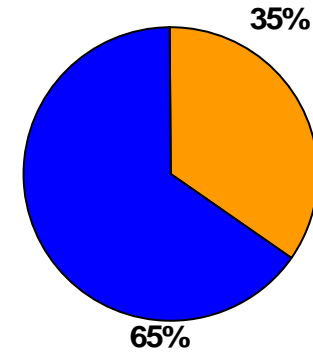
Male Female Not Specified

**Disability**



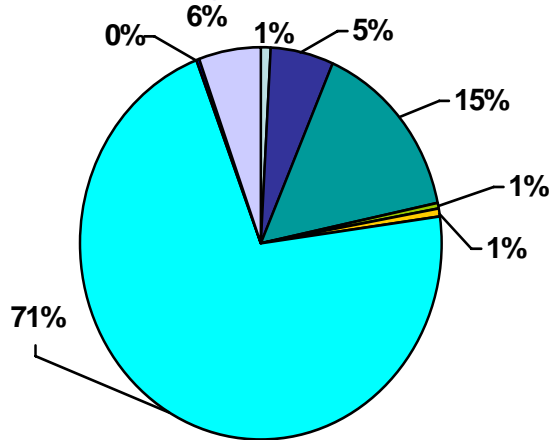
Disability No Disability

**Education**



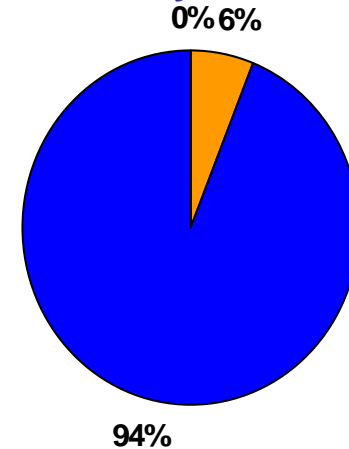
College or Higher No College Degree

**Race Designation**



American Indian or Alaska Native  
 Asian  
 Black or African American  
 Multiracial  
 Native Hawaiian or Other Pacific Islander or  
 White  
 Identity Pending  
 Race Unspecified

**Ethnicity**



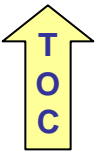
Hispanic Non Hispanic Ethnicity Unspecified

Blue/White Collar

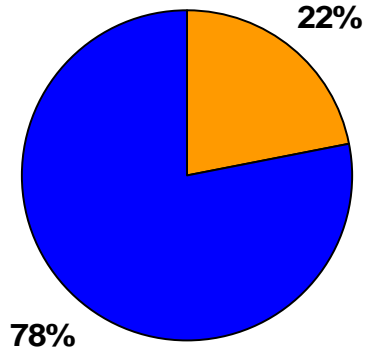
Bargaining/Non Bargaining Unit



# DoD Senior Leader\* Overview (Appropriated Fund)

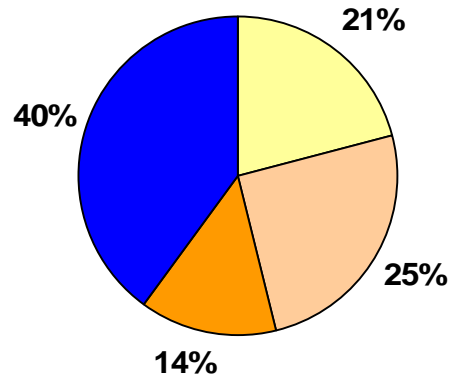


## Gender



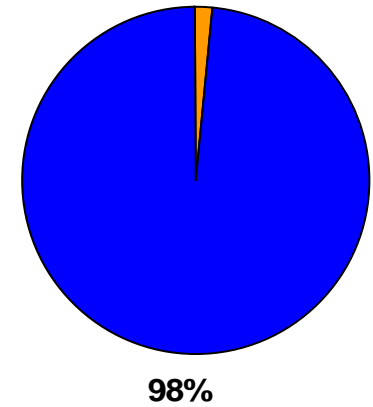
Female Male

## Components



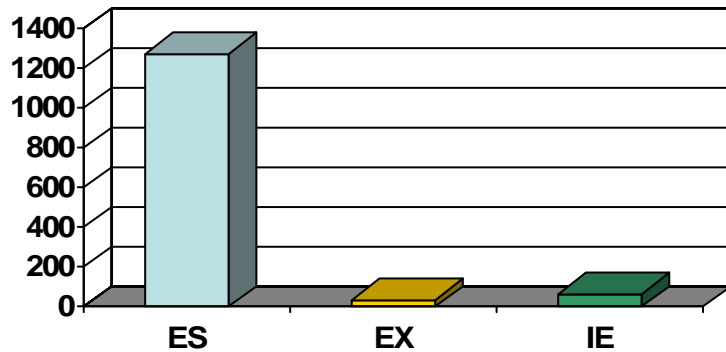
Army Navy Air Force DoD Agencies

## Ethnicity



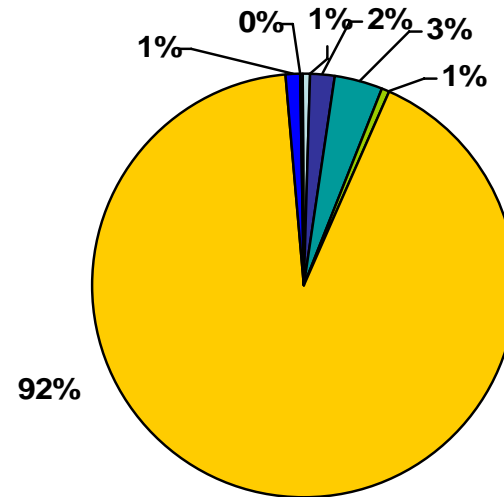
Hispanic Not Hispanic

## ES,EX,IE Pay Plans



ES EX IE

## Race Designation

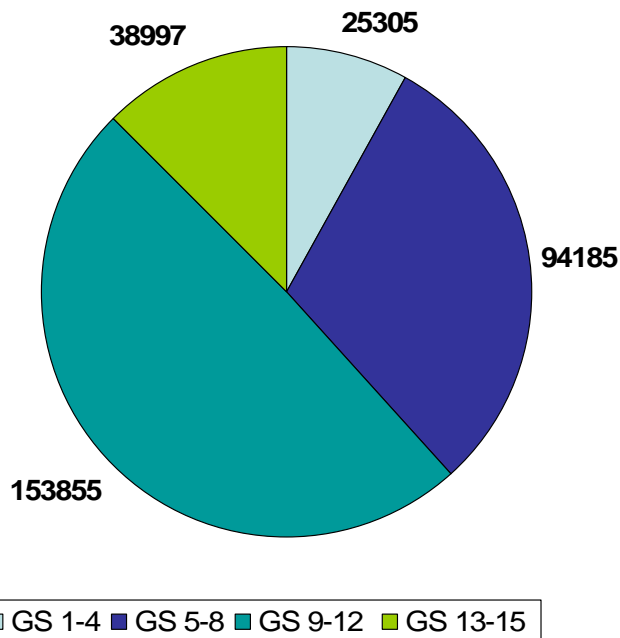
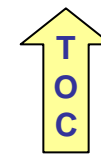


American Indian or Alaska Native Asian  
Black or African American Multiracial  
White Race Unspecified

**Senior Leader Details**

\*Includes ES, EX, IE Pay Plans  
Percentages compared to total Senior Leader population (1,376)

## General Schedule (Appropriated Fund)

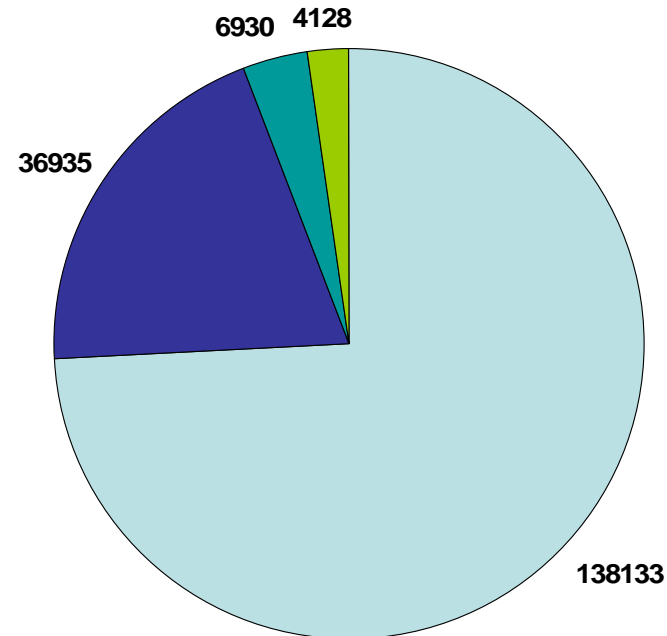


GS and Equivalent*	Total	% Compared To Total GS and Equivalent*	% Compared To Total Appropriated Fund Population
GS 1-4	25305	8.10%	3.60%
GS 5-8	94185	30.15%	13.40%
GS 9-12	153855	49.26%	21.90%
GS 13-15	38997	12.49%	5.55%
<b>Total</b>	<b>312342</b>	<b>100.00%</b>	<b>44.45%</b>

Total Appropriated Fund Population 702,615

\*Includes GS, GM, GG and GL Pay Plans

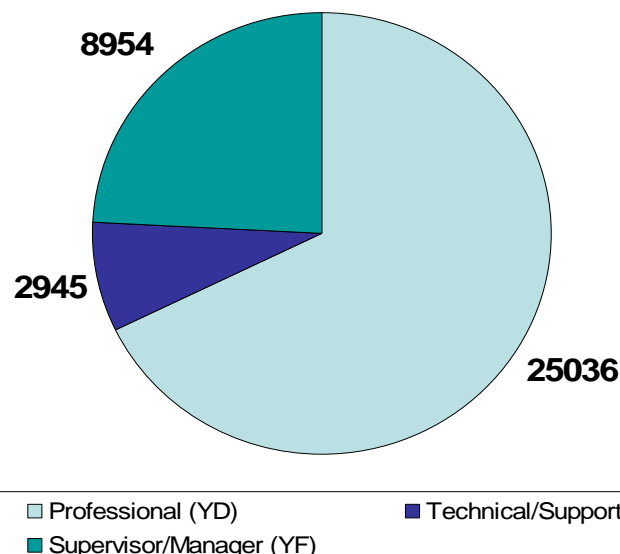
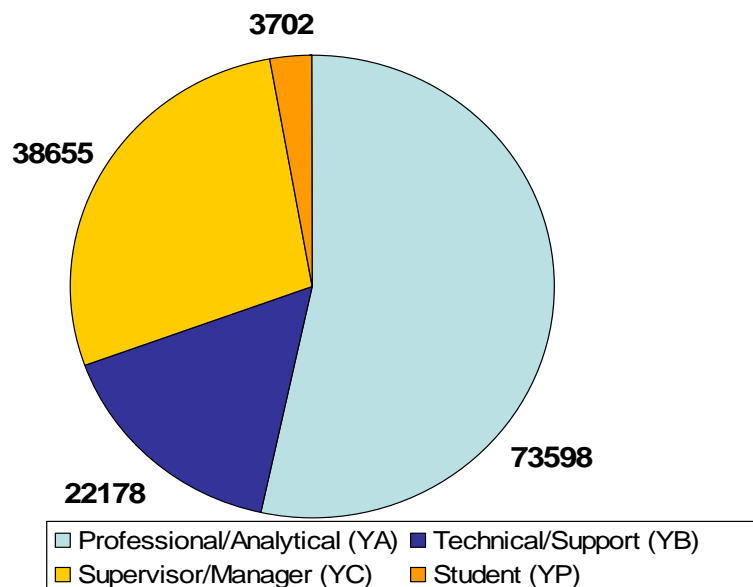
## National Security Personnel System (Appropriated Fund)



- Standard Career Group (YA, YB, YC, YP Pay Plans)
- Scientific and Engineering Career Group (YD, YE, YF Pay Plans)
- Medical Career Group (YG, YH, YI, YJ Pay Plans)
- Investigative and Protective Services (YK, YL, YM, YN Pay Plans)

National Security Personnel System			
	Total	% Compared To Total NSPS	% Compared To Total Appropriated Fund Population
Standard Career Group (YA, YB, YC, YP Pay Plans)	138133	74.21%	19.66%
Scientific and Engineering Career Group (YD, YE, YF Pay Plans)	36935	19.84%	5.26%
Medical Career Group (YG, YH, YI, YJ Pay Plans)	6930	3.72%	0.99%
Investigative and Protective Services (YK, YL, YM, YN Pay Plans)	4128	2.22%	0.59%
<b>Total</b>	<b>186126</b>	<b>100.00%</b>	<b>26.49%</b>

## National Security Personnel System (Appropriated Fund)



Standard Career Group	Total	% Compared To Total Standard Career Group	% Compared To Total Appropriated Fund Population
Professional/Analytical (YA)	73598	53.28%	10.47%
Technical/Support (YB)	22178	16.06%	3.16%
Supervisor/Manager (YC)	38655	27.98%	5.50%
Student (YP)	3702	2.68%	0.53%
<b>Total</b>	<b>138133</b>	<b>100.00%</b>	<b>*19.66%</b>

Total Appropriated Fund Population 702,615

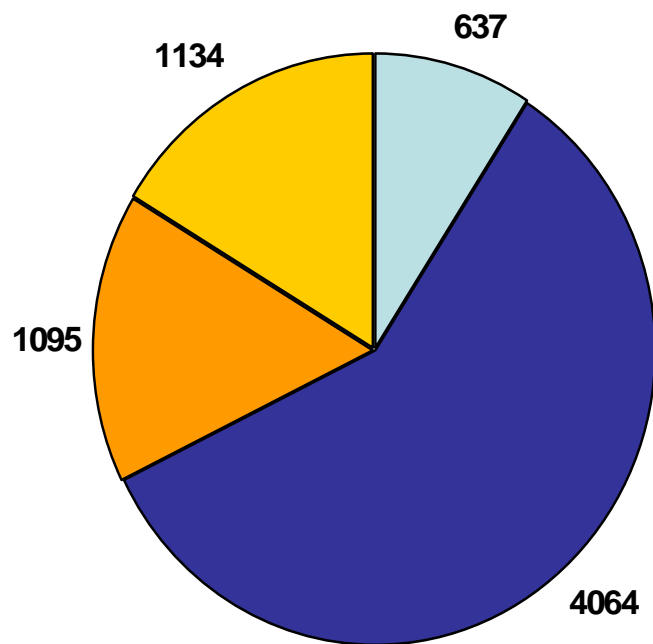
\*\* Percentage shown in this report may not add to totals due to rounding

Scientific and Engineering Career Group	Total	% Compared To Scientific and Engineering Career Group	% Compared To Total Appropriated Fund Population
Professional (YD)	25036	67.78%	3.56%
Technical/Support (YE)	2945	7.97%	0.42%
Supervisor/Manager (YF)	8954	24.24%	1.27%
<b>Total</b>	<b>36935</b>	<b>100.00%</b>	<b>*5.26%</b>

Total Appropriated Fund Population 702,615

\*\* Percentage shown in this report may not add to totals due to rounding

## National Security Personnel System (Appropriated Fund)

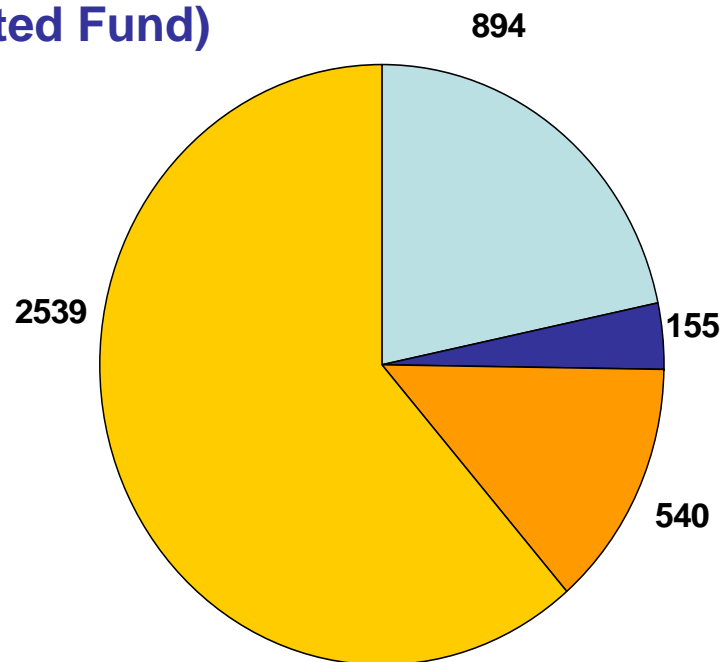


Physician/Dentist (YG)	Professional (YH)
Technician/Support (YI)	Supervisor/Manager (YJ)

Medical Career Group	Total	% Compared To Total Medical Career Group	% Compared To Total Appropriated Fund Population
Physician/Dentist (YG)	637	9.19%	0.09%
Professional (YH)	4064	58.64%	0.58%
Technician/Support (YI)	1095	15.80%	0.16%
Supervisor/Manager (YJ)	1134	16.36%	0.16%
<b>Total</b>	<b>6930</b>	<b>100.00%</b>	<b>*0.99%</b>

Total Appropriated Fund Population 702,615

\*\* Percentage shown in this report may not add to totals due to rounding



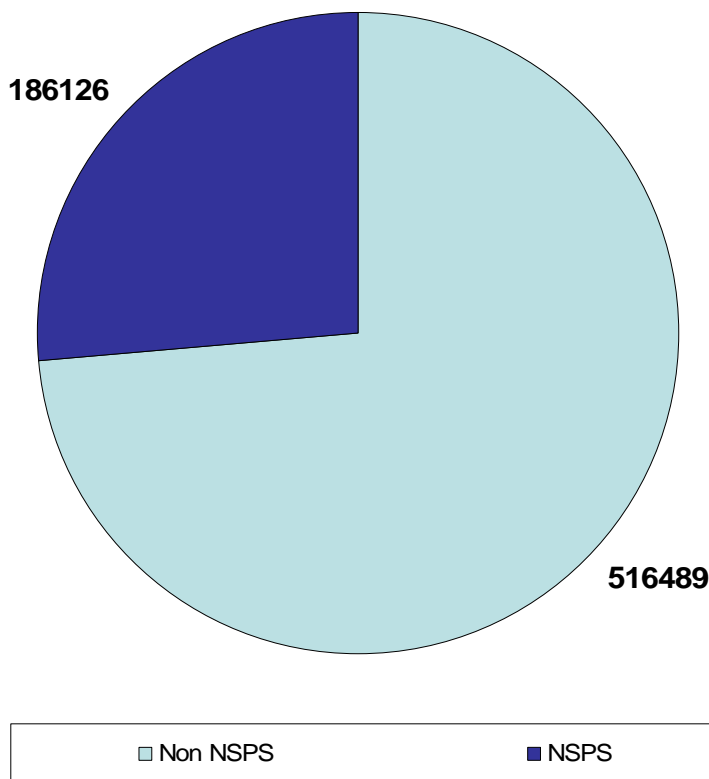
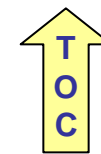
Investigative (YK)	Fire Protection (YL)
Police/Security Guard (YM)	Supervisor/Manager (YN)

Investigative and Protective Services	Total	% Compared To Total Investigative and Protective Services	% Compared To Total Appropriated Fund Population
Investigative (YK)	894	21.66%	0.13%
Fire Protection (YL)	155	3.75%	0.02%
Police/Security Guard (YM)	540	13.08%	0.08%
Supervisor/Manager (YN)	2539	61.51%	0.36%
<b>Total</b>	<b>4128</b>	<b>100.00%</b>	<b>*0.59%</b>

Total Appropriated Fund Population 702,615

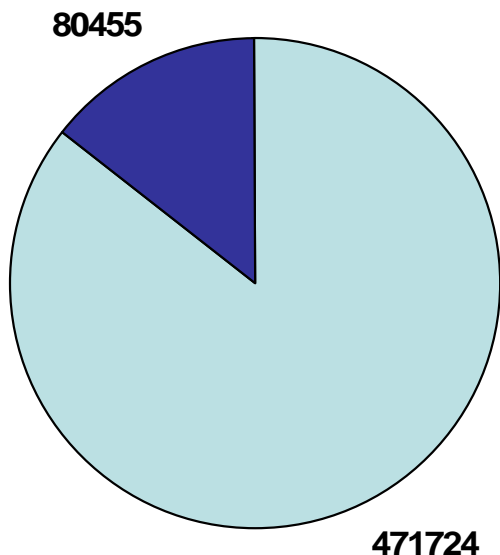
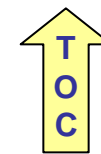
\*\* Percentage shown in this report may not add to totals due to rounding

## Non NSPS vs NSPS (Appropriated Fund)

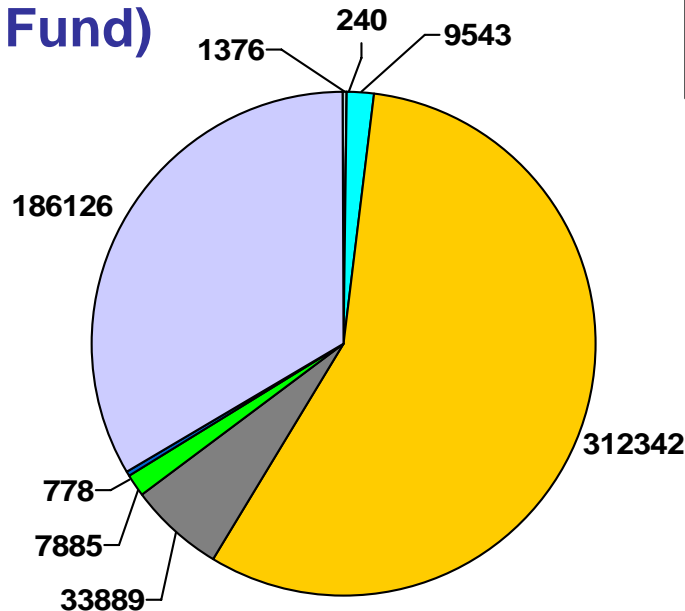


Non NSPS Vs NSPS Population		% Compared To Total Appropriated Fund Population
	Total	
Non NSPS	516489	73.51%
NSPS	186126	26.49%
<b>Total Appropriated Fund Population</b>	<b>702615</b>	<b>100.00%</b>

# White Collar Employees (Appropriated Fund)



□ Non Supervisor ■ Supervisor



- Executive (ES,EX,IE)
- IP,SL,ST
- Administratively Determined
- GS and Equivalent
- Lab/Demos
- Teachers (TP)
- CA,ED,EE,EF,EG,EH,EI,SR(Experts & Consultants & Advisory Members)
- NSPS

Non Supervisor/Supervisor	Total	% Compared To Total Non Supervisor/ Supervisor	% Compared To Total Appropriated Fund Population
Non Supervisor	471724	85.43%	67.14%
Supervisor	80455	14.57%	11.45%
<b>Total</b>	<b>552179</b>	<b>100.00%</b>	<b>78.59%</b>

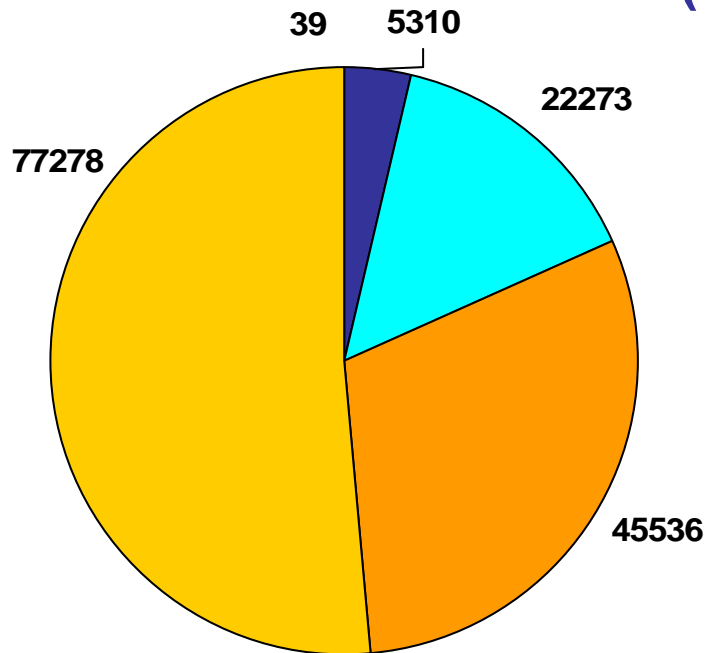
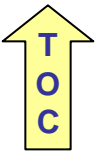
Total Appropriated Fund Population 702,615

White Collar Employees	Total	% Compared To Total White Collar Employees	% Compared To Total Appropriated Fund Population
Executive (ES,EX,IE)	1376	0.25%	0.20%
IP,SL,ST	240	0.04%	0.03%
Administratively Determined	9543	1.73%	1.36%
GS and Equivalent	312342	56.57%	44.45%
Lab/Demos	33889	6.14%	4.82%
Teachers (TP)	7885	1.43%	1.12%
CA,ED,EE,EF,EG,EH,EI,SR(Experts & Consultants & Advisory Members)	778	0.14%	0.11%
NSPS	186126	33.71%	26.49%
<b>Total</b>	<b>552179</b>	<b>100.00%</b>	<b>78.59%</b>

Total Appropriated Fund Population 702,615

DCPDS data as of Aug 31, 2008

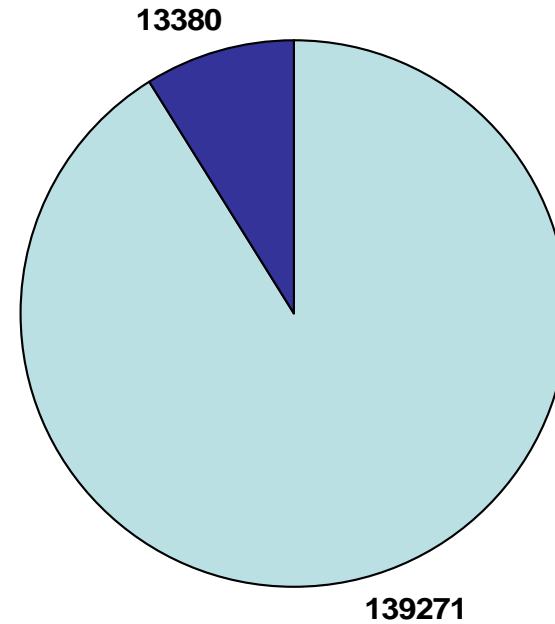
## Blue Collar Workforce (Appropriated Fund)



☐ Administratively Determined  
☐ WG/WL/WS 0-5 and Equivalent  
☐ WG/WL/WS 10+ and Equivalent  
☐ Maritime Pay Schedules (WM)  
☐ WG/WL/WS 6-9 and Equivalent

Blue Collar Employees	Total	% Compared To Total Blue Collar Employees	% Compared To Total Appropriated Fund Population
Administratively Determined	39	0.03%	0.01%
Maritime Pay Schedules (WM)	5310	3.53%	0.76%
WG/WL/WS 0-5 and Equivalent	22273	14.81%	3.17%
WG/WL/WS 6-9 and Equivalent	45536	30.27%	6.48%
WG/WL/WS 10+ and Equivalent	77278	51.37%	11.00%
<b>Total</b>	<b>150436</b>	<b>100.00%</b>	<b>21.41%</b>

Total Appropriated Fund Population 702,615



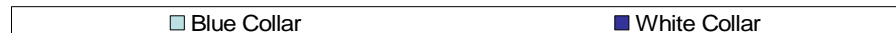
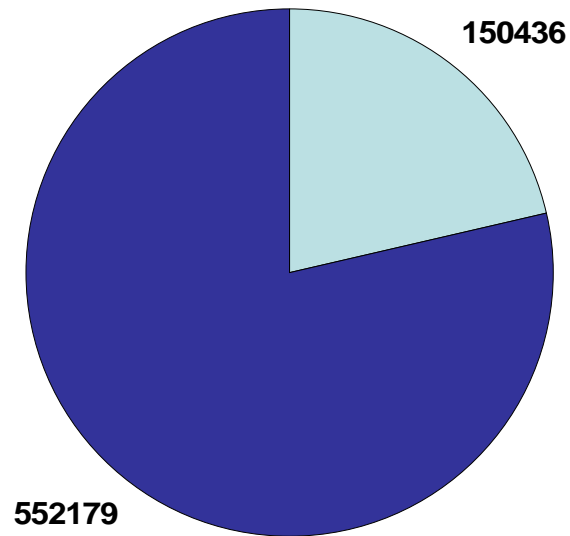
☐ Non Supervisor  
☐ Supervisor

Non Supervisor/Supervisor	Total	% Compared To Total Non Supervisor/Supervisor	% Compared To Total Appropriated Fund Population
Non Supervisor	139271	91.23%	19.82%
Supervisor	13380	8.77%	1.90%
<b>Total</b>	<b>152651</b>	<b>100.00%</b>	<b>21.73%</b>

Total Appropriated Fund Population 702,615

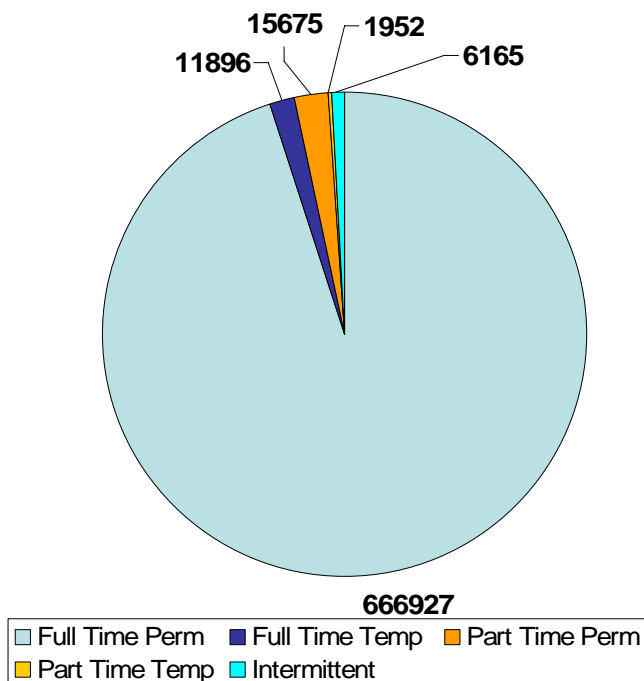


## Blue Collar vs White Collar (Appropriated Fund)



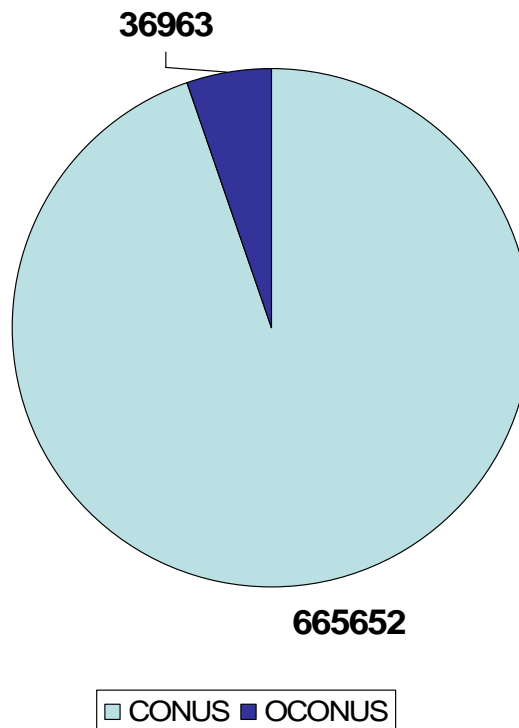
Blue and White Collar		% Compared To Total Appropriated Fund Population
	Total	
Blue Collar	150436	21%
White Collar	552179	79%
<b>Total</b>	<b>702615</b>	<b>100%</b>

## Work Schedule (Appropriated Fund)



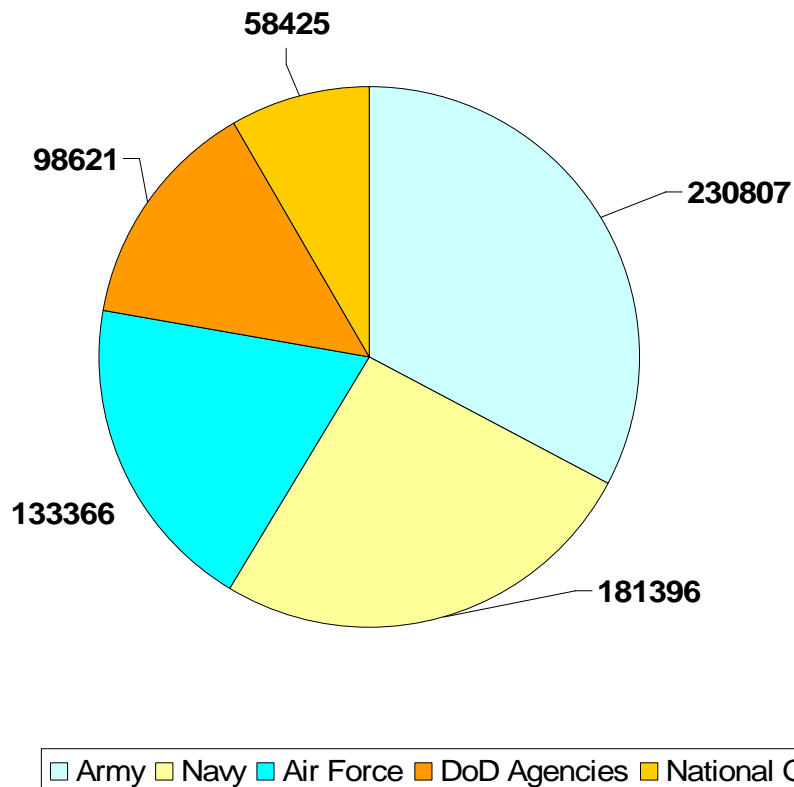
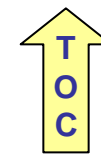
Work Schedule	Total	% Compared To Total Appropriated Fund Population
Full Time Perm	666927	94.92%
Full Time Temp	11896	1.69%
Part Time Perm	15675	2.23%
Part Time Temp	1952	0.28%
Intermittent	6165	0.88%
<b>Total</b>	<b>702615</b>	<b>100%</b>

## CONUS vs OCONUS (Appropriated Fund)



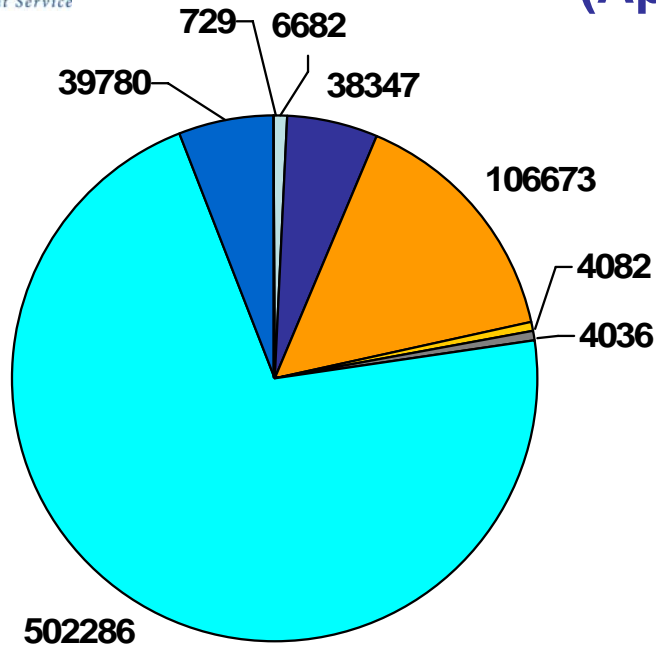
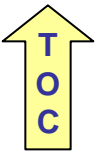
Geographic Location	Total	% Compared To Total Appropriated Fund Population
CONUS	665652	95%
OCONUS	36963	5%
<b>Total</b>	<b>702615</b>	<b>100%</b>

## Employees by Component (Appropriated Fund)

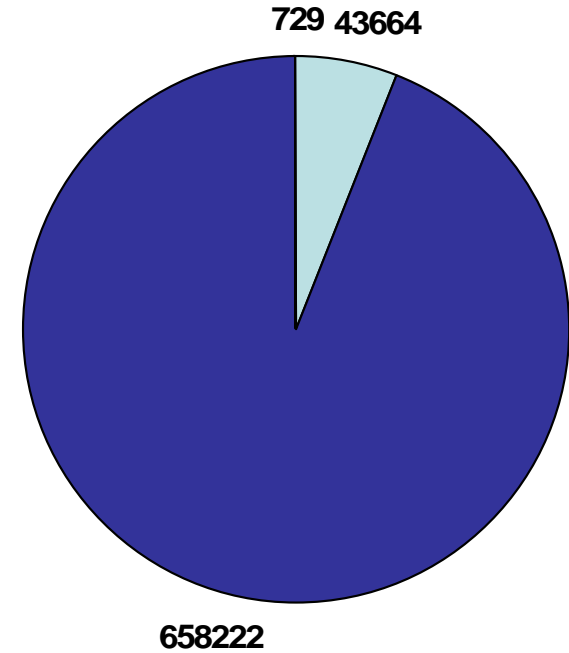


Employees by Component		% Compared To Total Appropriated Fund Population
	Total	
Army	230807	33%
Navy	181396	26%
Air Force	133366	19%
DoD Agencies	98621	14%
National Guard	58425	8%
<b>Total</b>	<b>702615</b>	<b>100%</b>

## General Workforce Demographics (Appropriated Fund)



■ American Indian or Alaska Native    ■ Asian  
■ Black or African American    ■ Mutiracial  
■ Native Hawaiian or Other Pacific Islander    ■ White  
■ \*Race Unspecified    ■ Identity Pending



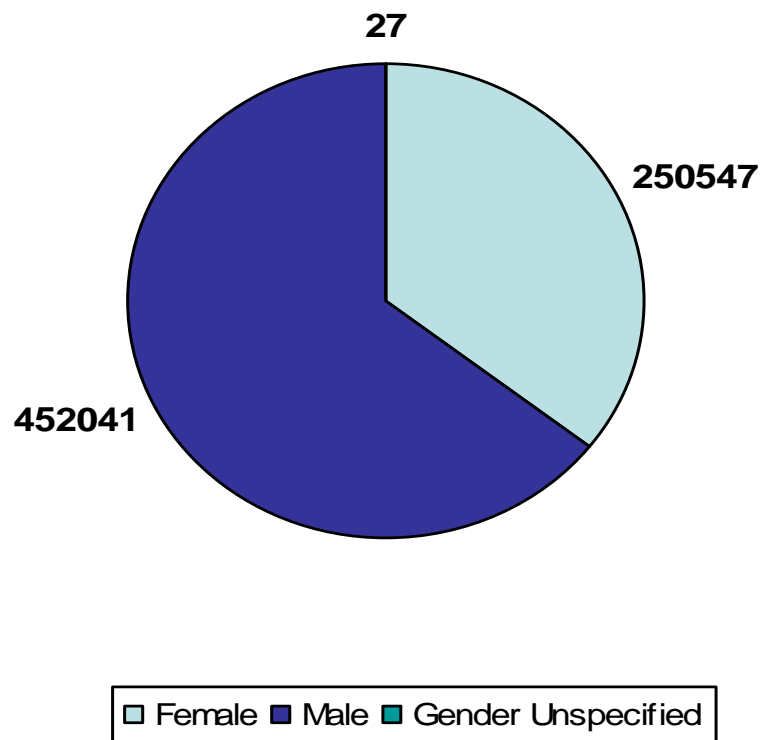
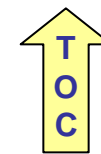
■ Hispanic    ■ Not Hispanic    ■ Identity Pending

Race Designation	Total	% Compared To Total Appropriated Fund Population
American Indian or Alaska Native	6682	1%
Asian	38347	5%
Black or African American	106673	15%
Mutiracial	4082	1%
Native Hawaiian or Other Pacific Islander	4036	1%
White	502286	71%
*Race Unspecified	39780	6%
Identity Pending	729	0%
<b>Total</b>	<b>702615</b>	<b>100%</b>

Ethnicity	Total	% Compared To Total Appropriated Fund Population
Hispanic	43664	6%
Not Hispanic	658222	94%
Identity Pending	729	0%
<b>Total</b>	<b>702615</b>	<b>100%</b>

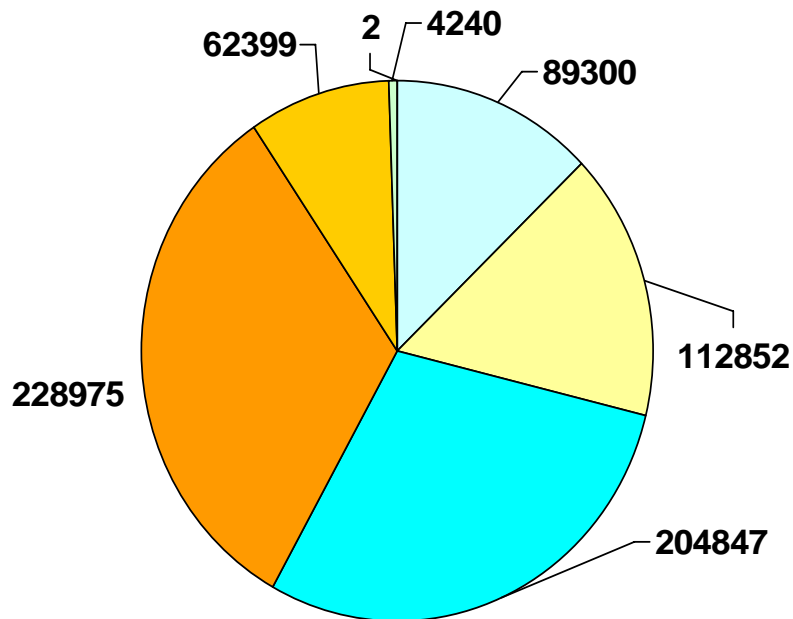
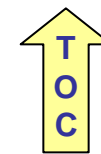
\*This group is composed primarily of those individuals who are designated as Hispanic but do not have a race designation.

## General Workforce Demographics (Appropriated Fund)



Gender	Total	% Compared To Total Appropriated Fund Population
Female	250547	36%
Male	452041	64%
Gender Unspecified	27	0%
<b>Total</b>	<b>702615</b>	<b>100%</b>

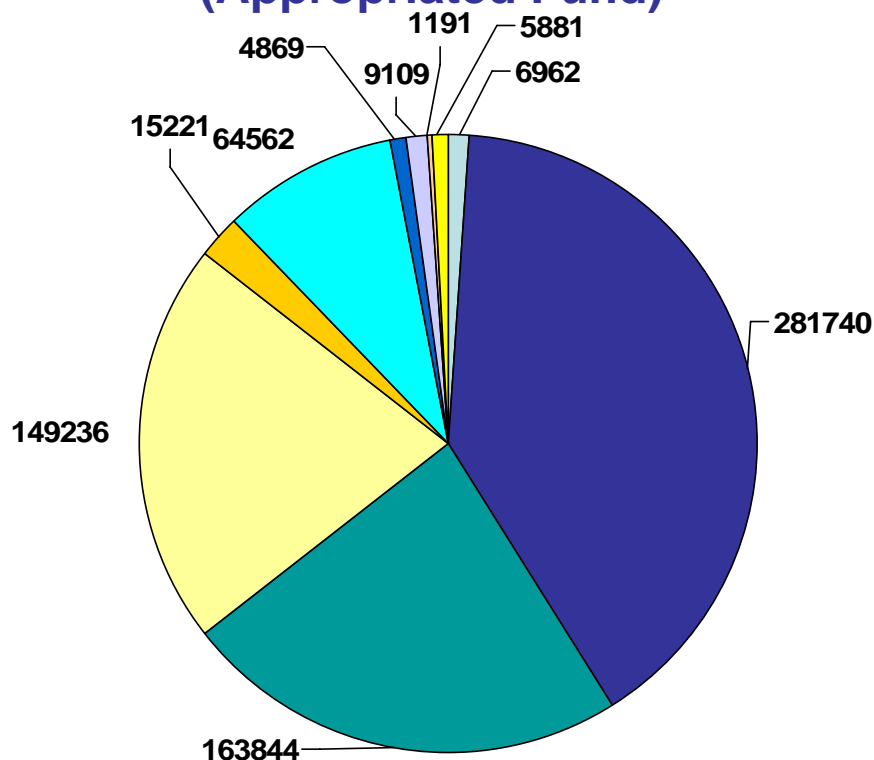
## General Workforce Demographics (Appropriated Fund)



■ 30 and below 
 ■ 31 to 40 
 ■ 41 to 49 
 ■ 50 to 59 
 ■ 60 to 69 
 ■ 70 or greater 
 ■ Unspecified

Age	Total	% Compared To Total Appropriated Fund Population
30 and below	89300	13%
31 to 40	112852	16%
41 to 49	204847	29%
50 to 59	228975	33%
60 to 69	62399	9%
70 or greater	4240	1%
Age Unspecified	2	0%
<b>Total</b>	<b>702615</b>	<b>100%</b>

## Education Levels (Appropriated Fund)

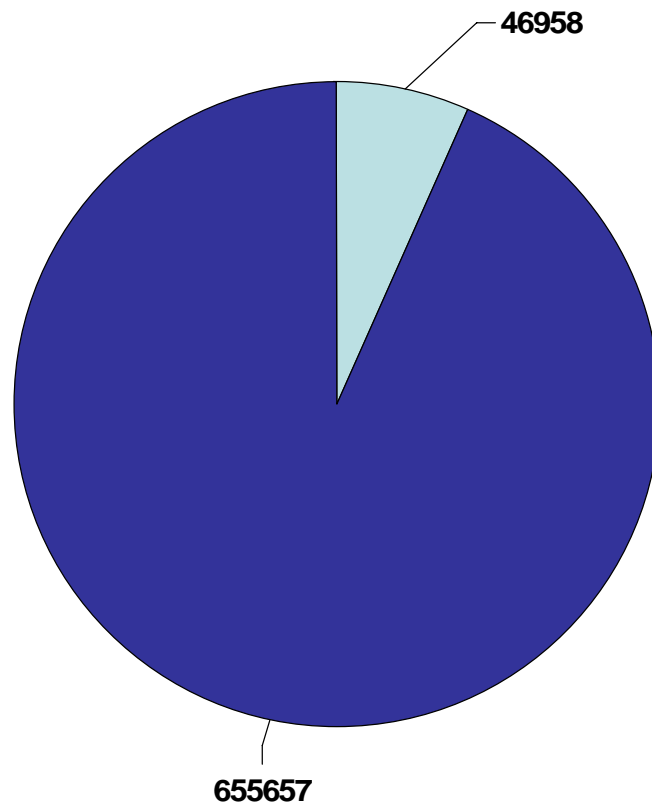
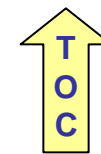


Non High School Graduate	High School Graduate	College or Occupational Program	Bachelor's Degree
Post Bachelor	Master's Degree	Post Master	Doctorate
Post Doctorate	Education Level Not Reported		

Education	Total	% Compared To Total Appropriated Fund Population
Non High School Graduate	6962	1%
High School Graduate	281740	40%
College or Occupational Program	163844	23%
Bachelor's Degree	149236	21%
Post Bachelor	15221	2%
Master's Degree	64562	9%
Post Master	4869	1%
Doctorate	9109	1%
Post Doctorate	1191	0%
Education Level Not Reported	5881	1%
<b>Total</b>	<b>702615</b>	<b>100%</b>



## Disabilities Reported (Appropriated Fund)

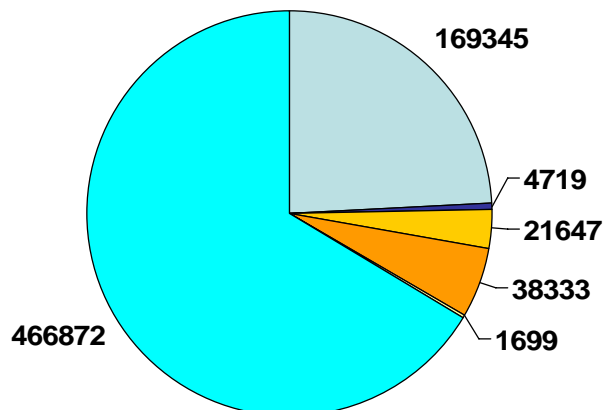


■ Disability Reported

■ No Disability Reported

Disability/No Disability	Total	% Compared To Total Appropriated Fund Population
Disability Reported	46958	7%
No Disability Reported	655657	93%
<b>Total</b>	<b>702615</b>	<b>100%</b>

## Veterans' Preference (Appropriated Fund)



Note: (1) Data includes Appropriated Fund and Military Technicians Records only. It excludes LNs, NAF, AGR.

(2) List of Values

5-Point: Veteran is entitled to 5-point preference

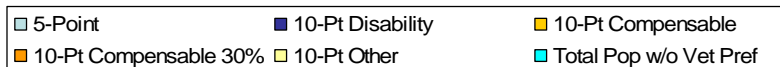
10-Point/Disability: Veteran is entitled to 10-point preference due to a service-connected disability but receives no compensation

10-Point/Compensable: Veteran is entitled to 10-point preference due to a service connected disability of less than 30 percent but receives compensation

10-Point/Compensable/30 Percent: Veteran is entitled to 10-point preference due to a service connected disability of 30 percent or more that entitles vet to compensation

10-Point/Other: Other person entitled to 10-point preference:

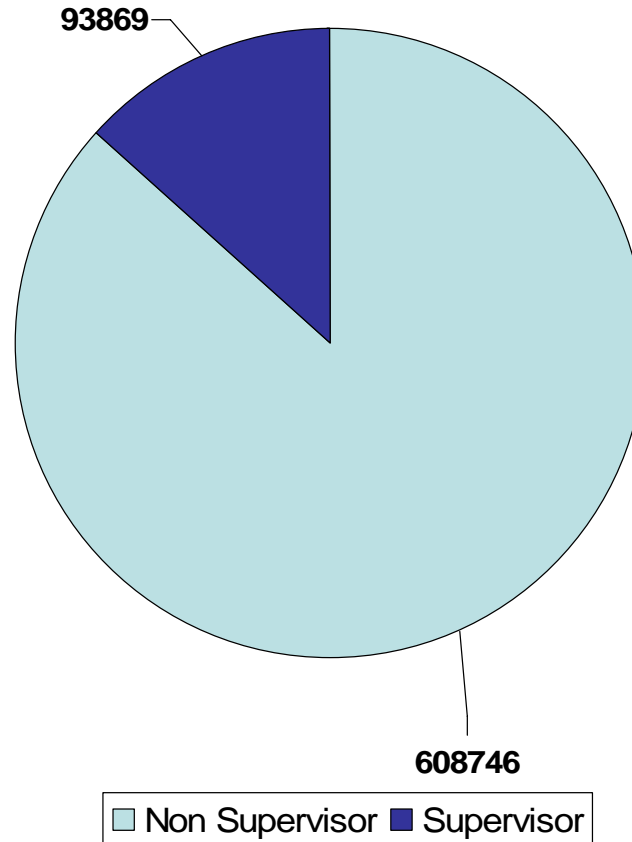
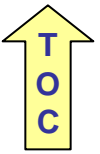
(1) Both the spouse and mother of veterans occupationally disabled because of a service-connected disability; and/or  
(2) The widow/widower and mother of a deceased wartime veteran



Veterans' Preference by Component as of Aug 31, 2008															
	5-Point	% of Total for Component	10-Pt Disability	% of Total for Component	10-Pt Compensable	% of Total for Component	10-Pt Compensable 30%	% of Total for Component	10-Pt Other	% of Total for Component	Total Vets with Pref	% of Total for Component	Total Pop w/o Vet Pref	% of Total for Component	Total DoD Civ
Air Force	43519	32.63%	1013	0.76%	5795	4.35%	9111	6.83%	318	0.24%	59756	44.81%	73610	55.19%	133,366
Army	60317	26.13%	1858	0.81%	8860	3.84%	17132	7.42%	677	0.29%	88844	38.49%	141963	61.51%	230,807
DoD Agencies	17520	17.76%	618	0.63%	2194	2.22%	4008	4.06%	352	0.36%	24692	25.04%	73929	74.96%	98,621
Natl Guard	23	0.04%	0	*	1	*	0	*	0	*	24	0.04%	58401	99.96%	58,425
Navy	47966	26.44%	1230	0.68%	4797	2.64%	8082	4.46%	352	0.19%	62427	34.41%	118969	65.59%	181,396
Grand Total	169345	24.10%	4719	0.67%	21647	3.08%	38333	5.46%	1699	0.24%	235743	33.55%	466872	66.45%	702615

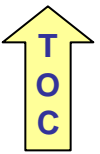
\* Percentage is greater than two decimals, insignificant for comparing purposes

## Supervisor to Employee Ratio – Total Workforce (Appropriated Fund)

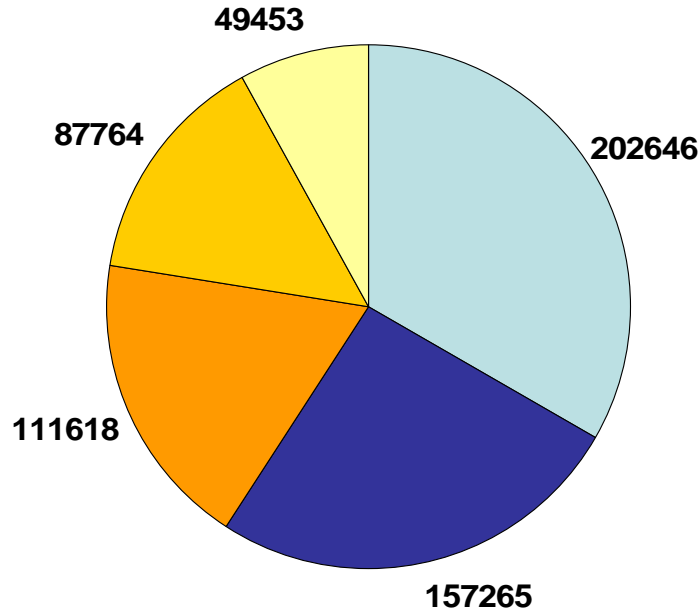


Non Supervisor/Supervisor		% Compared To Total Appropriated Fund Population
Total		
Non Supervisor	608746	87%
Supervisor	93869	13%
<b>Total</b>	<b>702615</b>	<b>100%</b>

# Non Supervisor/Supervisor by Components (Appropriated Fund)



**Non Supervisor by Components**

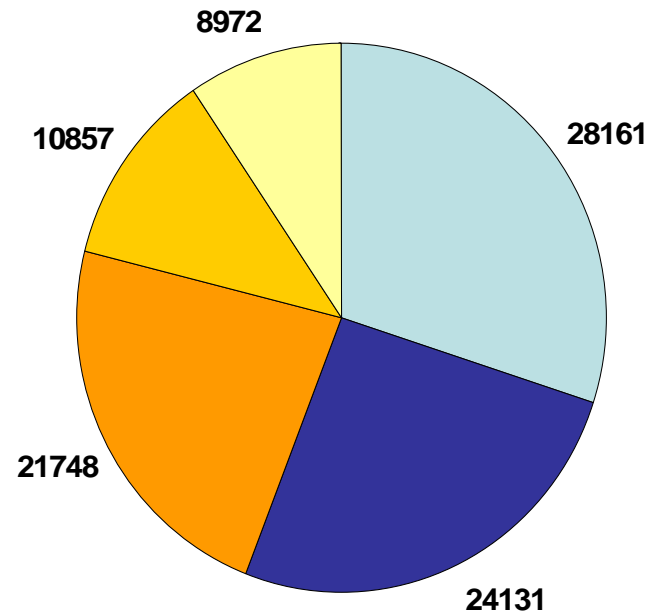


Army Navy Air Force DoD Agencies National Guard

Non Supervisory Status	Total	% Compared To Non Supervisory Status	% Compared To Total Appropriated Fund Population
Army	202646	33%	29%
Navy	157265	26%	22%
Air Force	111618	18%	16%
DoD Agencies	87764	14%	12%
National Guard	49453	8%	7%
<b>Total</b>	<b>608746</b>	<b>100%</b>	<b>87%</b>

Total Appropriated Fund Population 702,615

**Supervisor by Components**

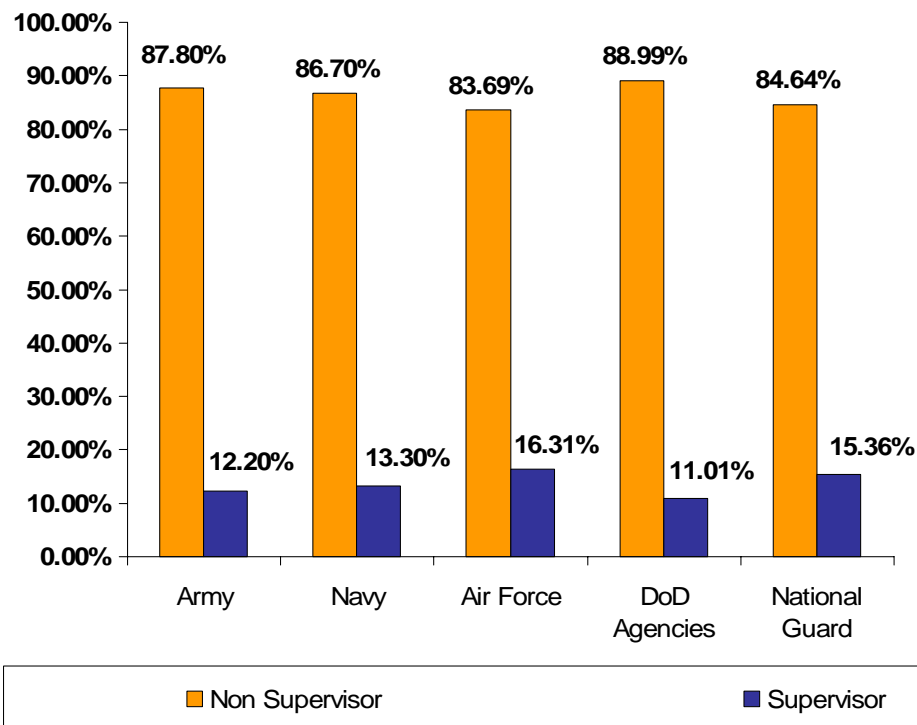


Army Navy Air Force DoD Agencies National Guard

Supervisory Status	Total	% Compared To Total Supervisory Status	% Compared To Total Appropriated Fund Population
Army	28161	30%	4%
Navy	24131	26%	3%
Air Force	21748	23%	3%
DoD Agencies	10857	12%	2%
National Guard	8972	10%	1%
<b>Total</b>	<b>93869</b>	<b>100%</b>	<b>13%</b>

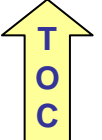
Total Appropriated Fund Population 702,615

## Non Supervisor/Supervisor Ratios by Components (Appropriated Fund)

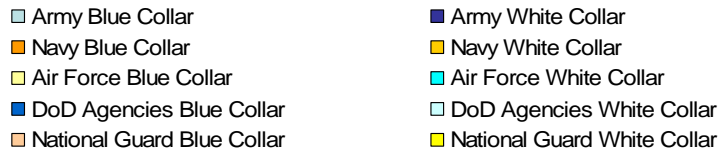
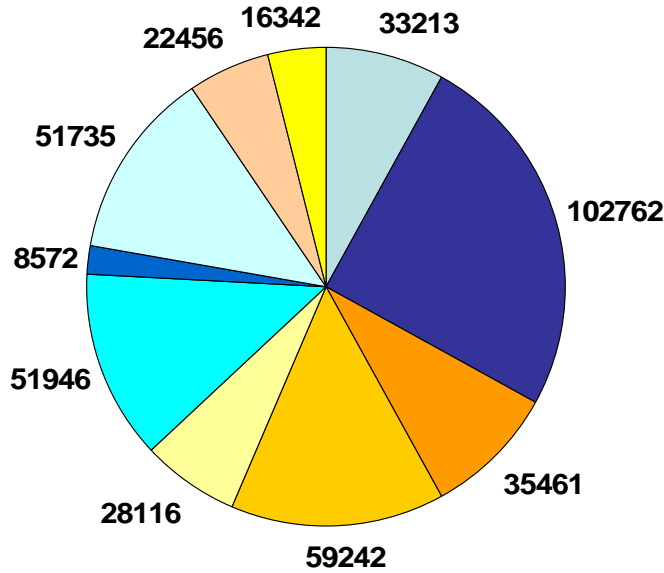


Component Supervisory Ratio	Non Supervisory	Supervisory	Total Component	% Non Supervisor Compared to Total Component	% Supervisor Compared to Total Component
Army	202646	28161	230807	87.80%	12.20%
Navy	157265	24131	181396	86.70%	13.30%
Air Force	111618	21748	133366	83.69%	16.31%
DoD Agencies	87764	10857	98621	88.99%	11.01%
National Guard	49453	8972	58425	84.64%	15.36%
<b>Total</b>	<b>608746</b>	<b>93869</b>	<b>702615</b>	<b>86.64%</b>	<b>13.36%</b>

# Bargaining vs Non Bargaining (Appropriated Fund)



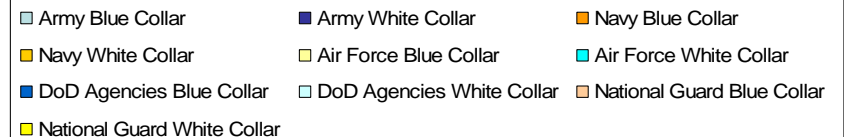
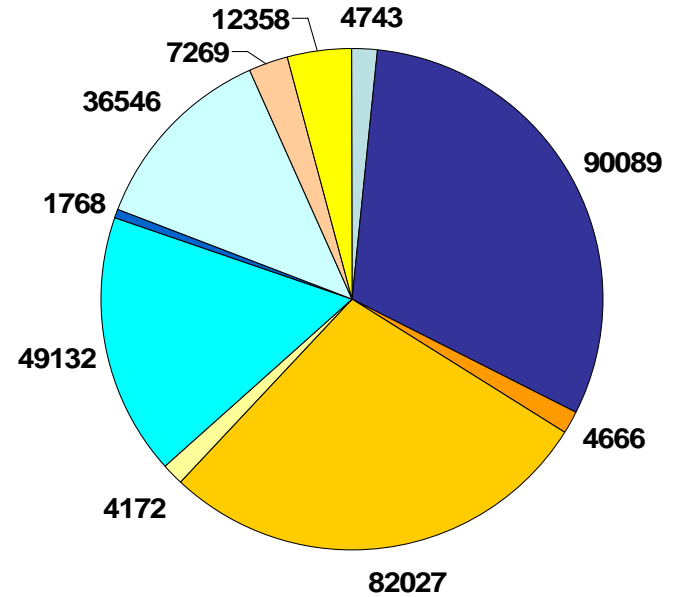
**Bargaining Unit Employees**



Bargaining Unit	Total	% Compared To Total Bargaining Unit	% Compared To Total Appropriated Fund Population
Army Blue Collar	33213	8.1%	4.7%
Army White Collar	102762	25.1%	14.6%
Navy Blue Collar	35461	8.7%	5.0%
Navy White Collar	59242	14.5%	8.4%
Air Force Blue Collar	28116	6.9%	4.0%
Air Force White Collar	51946	12.7%	7.4%
DoD Agencies Blue Collar	8572	2.1%	1.2%
DoD Agencies White Collar	51735	12.6%	7.4%
National Guard Blue Collar	22456	5.5%	3.2%
National Guard White Collar	16342	4.0%	2.3%
<b>Total</b>	<b>409845</b>	<b>100.0%</b>	<b>58.3%</b>

Total Appropriated Fund Population 702,615

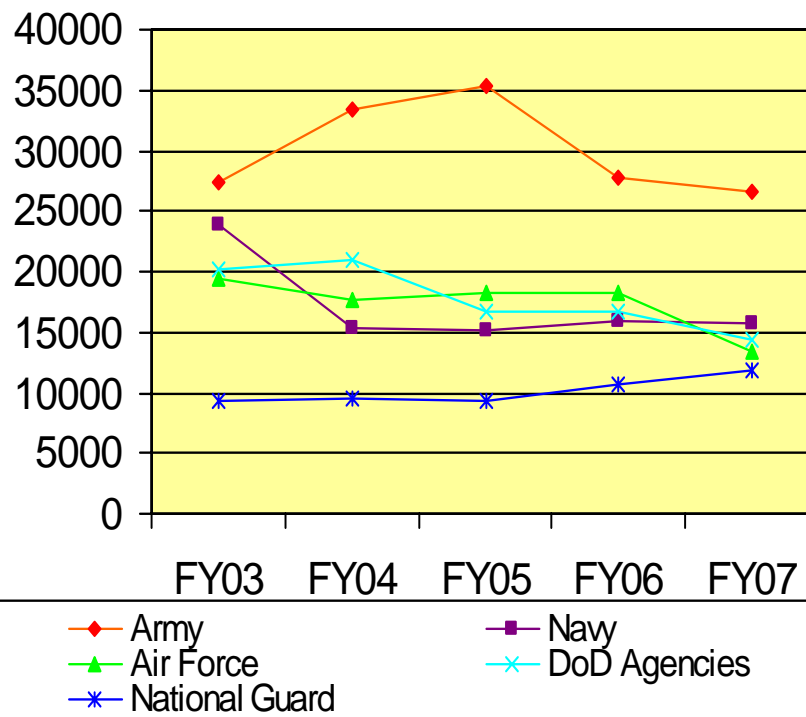
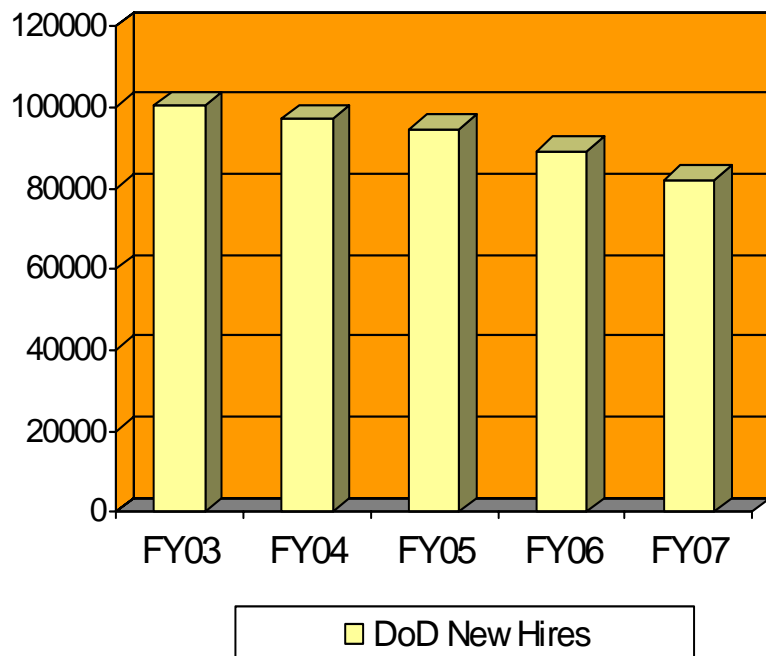
**Non Bargaining Unit Employees**



Non Bargaining Unit	Total	% Compared To Total Non Bargaining Unit	% Compared To Total Appropriated Fund Population
Army Blue Collar	4743	1.6%	0.7%
Army White Collar	90089	30.8%	12.8%
Navy Blue Collar	4666	1.6%	0.7%
Navy White Collar	82027	28.0%	11.7%
Air Force Blue Collar	4172	1.4%	0.6%
Air Force White Collar	49132	16.8%	7.0%
DoD Agencies Blue Collar	1768	0.6%	0.3%
DoD Agencies White Collar	36546	12.5%	5.2%
National Guard Blue Collar	7269	2.5%	1.0%
National Guard White Collar	12358	4.2%	1.8%
<b>Total</b>	<b>292770</b>	<b>100.0%</b>	<b>41.7%</b>

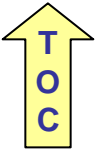
Total Appropriated Fund Population 702,615

## New Hires (Appropriated Fund)

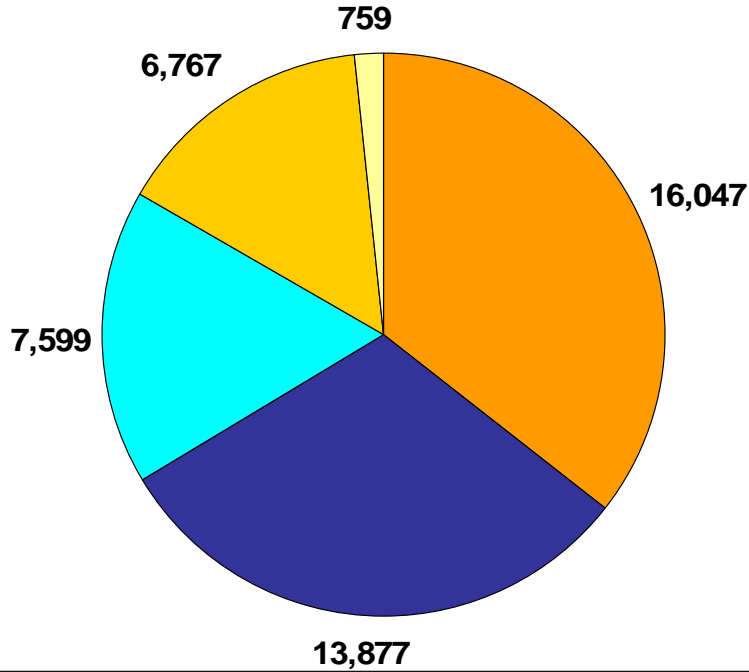


DoD New Hires	FY03	FY04	FY05	FY06	FY07	Total	% Compared To Total DoD New Hires
Army	27379	33434	35385	27684	26509	150391	32%
Navy	23887	15325	15052	15833	15745	85842	19%
Air Force	19405	17761	18281	18307	13454	87208	19%
DoD Agencies	20174	20942	16603	16668	14424	88811	19%
National Guard	9413	9489	9296	10603	11873	50674	11%
<b>Total New DoD Hires</b>	<b>100258</b>	<b>96951</b>	<b>94617</b>	<b>89095</b>	<b>82005</b>	<b>462926</b>	<b>100%</b>

# CSRS Retirement Eligibility Optional Retirement (Appropriated Fund)



**CSRS 2008**

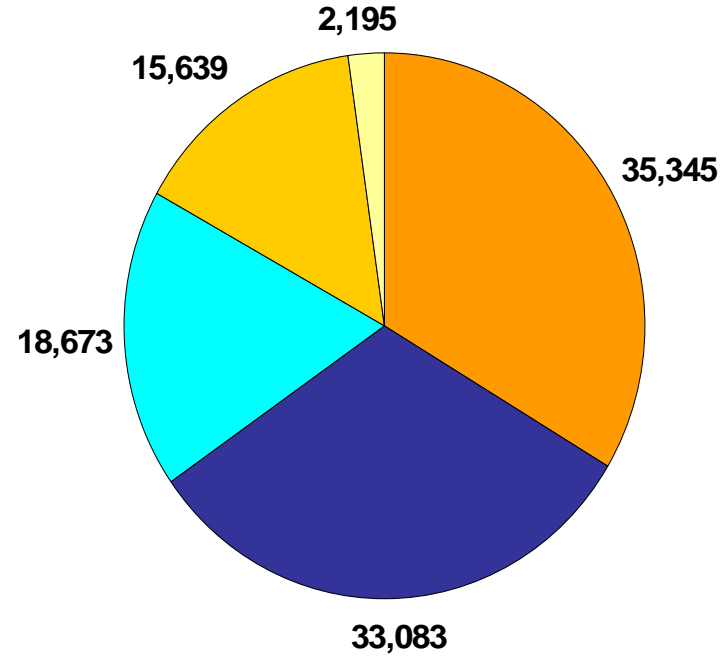


Army Navy Air Force DoD Agencies National Guard

**CSRS Retirement Eligibility as of Aug 2008**

Component	Total Employees	CSRS Employee Count	CSRS Employees Eligible for Optional Retirement	% of Total CSRS Eligible for Optional Retirement for Component	% Compared To Total Appropriated Fund Population
Army	230,807	41,470	16,047	39%	2%
Navy	181,396	40,401	13,877	34%	2%
Air Force	133,366	22,919	7,599	33%	1%
DoD Agencies	98,621	18,746	6,767	36%	1%
National Guard	58,425	2,691	759	28%	0%
<b>Grand Total</b>	<b>702,615</b>	<b>126,227</b>	<b>45,049</b>	<b>36%</b>	<b>6%</b>

**CSRS 2013**



Army Navy Air Force DoD Agencies National Guard

**CSRS Retirement Eligibility as of Aug 2013**

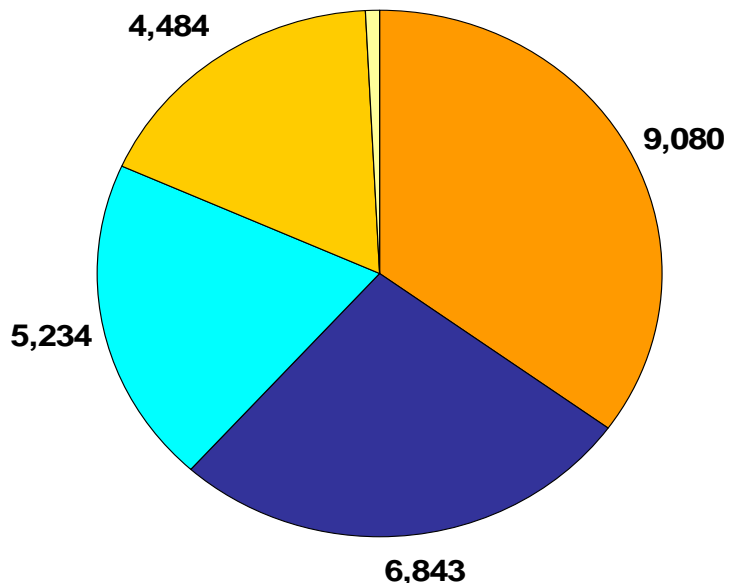
Component	Total Employees	CSRS Employee Count	CSRS Employees Eligible for Optional Retirement	% of Total CSRS Eligible for Optional Retirement for Component	% Compared To Total Appropriated Fund Population
Army	230,807	41,470	35,345	85%	5%
Navy	181,396	40,401	33,083	82%	5%
Air Force	133,366	22,919	18,673	81%	3%
DoD Agencies	98,621	18,746	15,639	83%	2%
National Guard	58,425	2,691	2,195	82%	0%
<b>Grand Total</b>	<b>702,615</b>	<b>126,227</b>	<b>104,935</b>	<b>83%</b>	<b>15%</b>



# FERS Retirement Eligibility Optional Retirement (Appropriated Fund)

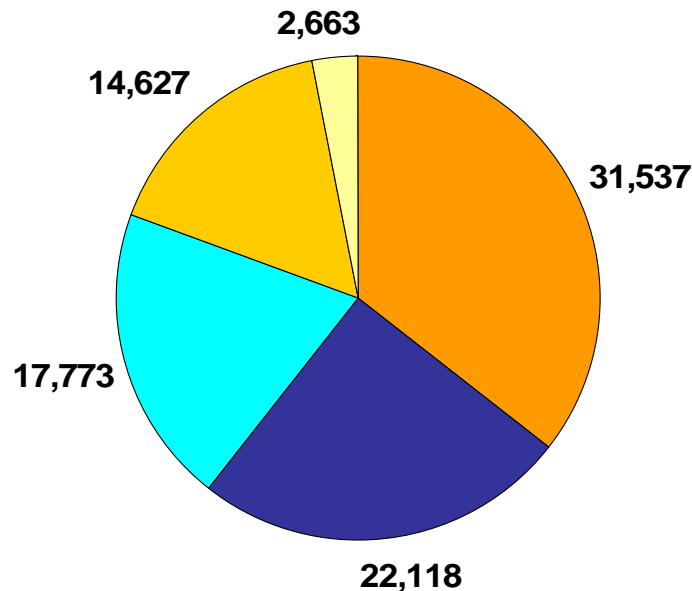


**FERS 2008**  
237



Army Navy Air Force DoD Agencies National Guard

**FERS 2013**



Army Navy Air Force DoD Agencies National Guard

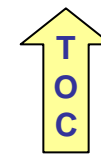
**FERS Retirement Eligibility as of Aug 2008**

Component	Total Employees	FERS Employee Count	FERS Employees Eligible for Optional Retirement	% of Total FERS Eligible for Optional Retirement for Component	% Compared To Total Appropriated Fund Population
Army	230,807	180,929	9,080	5%	1%
Navy	181,396	138,064	6,843	5%	1%
Air Force	133,366	106,005	5,234	5%	1%
DoD Agencies	98,621	72,551	4,484	6%	1%
National Guard	58,425	50,381	237	0%	0%
<b>Grand Total</b>	<b>702,615</b>	<b>547,930</b>	<b>25,878</b>	<b>5%</b>	<b>4%</b>

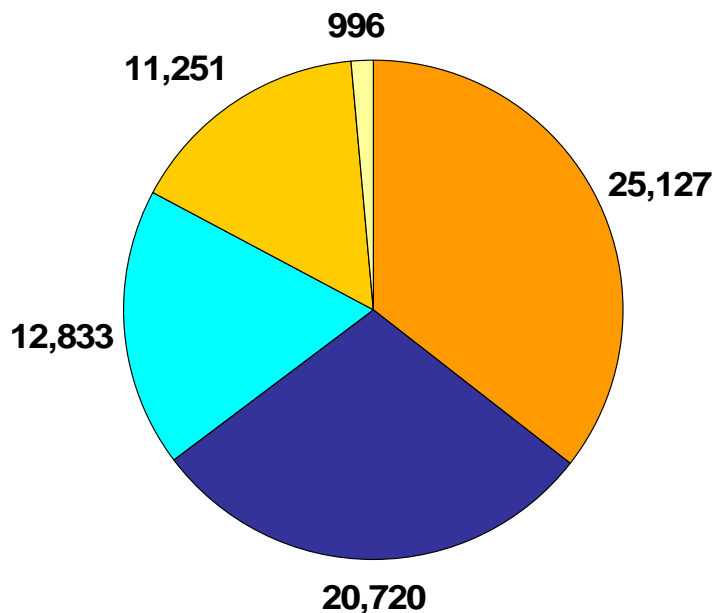
**FERS Retirement Eligibility as of Aug 2013**

Component	Total Employees	FERS Employee Count	FERS Employees Eligible for Optional Retirement	% of Total FERS Eligible for Optional Retirement for Component	% Compared To Total Appropriated Fund Population
Army	230,807	180,929	31,537	17%	4%
Navy	181,396	138,064	22,118	16%	3%
Air Force	133,366	106,005	17,773	17%	3%
DoD Agencies	98,621	72,551	14,627	20%	2%
National Guard	58,425	50,381	2,663	5%	0%
<b>Grand Total</b>	<b>702,615</b>	<b>547,930</b>	<b>88,718</b>	<b>16%</b>	<b>13%</b>

# CSRS & FERS Retirement Eligibility Optional Retirement (Appropriated Fund)



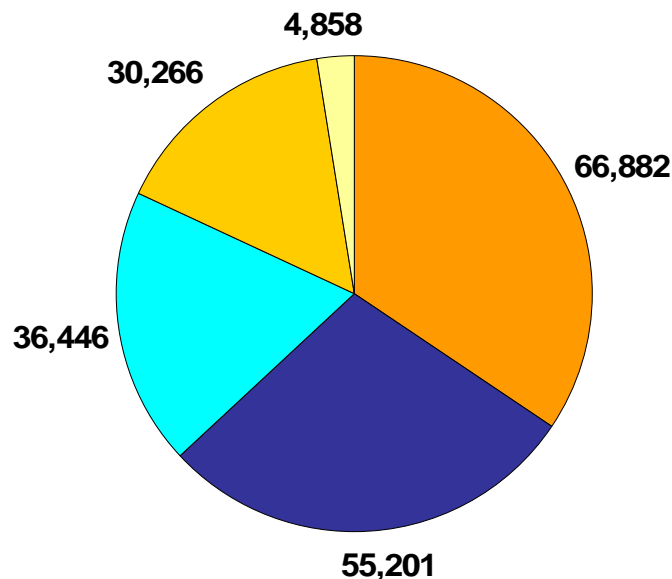
**CSRS & FERS 2008**



Army Navy Air Force DoD Agencies National Guard

CSRS & FERS Retirement Eligibility as of Aug 2008					
Component	Total Employees	CSRS & FERS Employee Count	CSRS & FERS Employees Eligible for Optional Retirement	% of Total CSRS & FERS Eligible for Optional Retirement for Component	% Compared To Total Appropriated Fund Population
Army	230,807	222,399	25,127	11%	4%
Navy	181,396	178,465	20,720	12%	3%
Air Force	133,366	128,924	12,833	10%	2%
DoD Agencies	98,621	91,297	11,251	12%	2%
National Guard	58,425	53,072	996	2%	0%
<b>Grand Total</b>	<b>702,615</b>	<b>674,157</b>	<b>70,927</b>	<b>11%</b>	<b>10%</b>

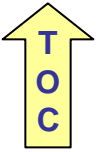
**CSRS & FERS 2013**



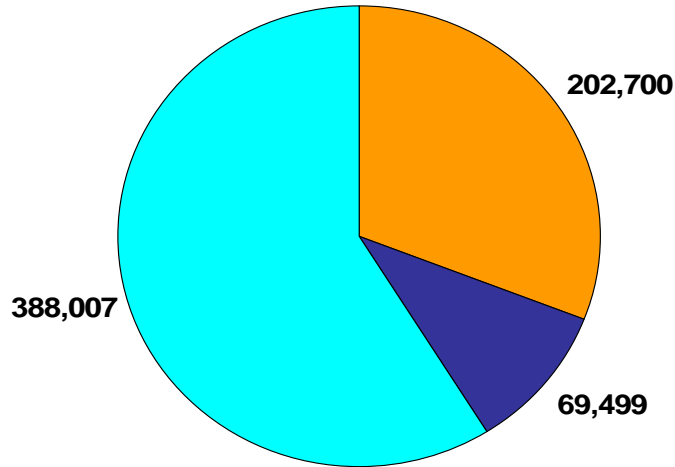
Army Navy Air Force DoD Agencies National Guard

CSRS & FERS Retirement Eligibility as of Aug 2013					
Component	Total Employees	CSRS & FERS Employee Count	CSRS & FERS Employees Eligible for Optional Retirement	% of Total CSRS & FERS Eligible for Optional Retirement for Component	% Compared To Total Appropriated Fund Population
Army	230,807	222,399	66,882	30%	10%
Navy	181,396	178,465	55,201	31%	8%
Air Force	133,366	128,924	36,446	28%	5%
DoD Agencies	98,621	91,297	30,266	33%	4%
National Guard	58,425	53,072	4,858	9%	1%
<b>Grand Total</b>	<b>702,615</b>	<b>674,157</b>	<b>193,653</b>	<b>29%</b>	<b>28%</b>

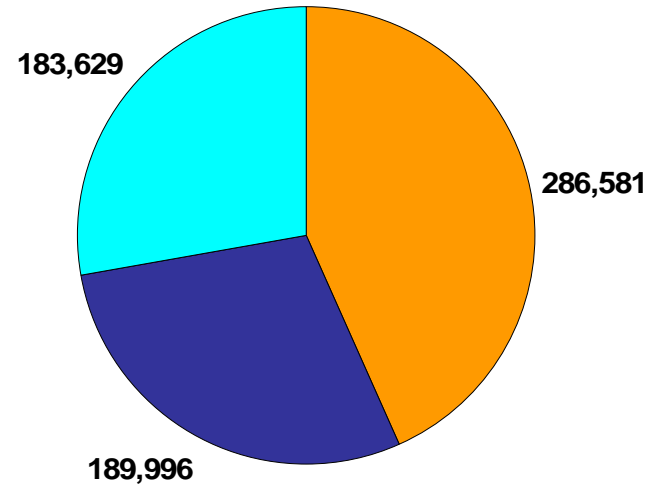
# CSRS & FERS Retirement Eligibility Early & Optional Retirement (Appropriated Fund – Permanent Employees)



**Current Retirement Eligibility**



**2013 Retirement Eligibility**



■ Eligible for Early Retirement ■ Eligible for Optional Retirement ■ Not Eligible

■ Eligible for Early Retirement ■ Eligible for Optional Retirement ■ Not Eligible

**CSRS & FERS Retirement Eligibility as of Aug 2008**

Total Employees in CSRS & FERS	CSRS & FERS Permanent Employees Eligible for Early Retirement	% of Total CSRS & FERS Permanent Employees Eligible for Early Retirement	CSRS & FERS Permanent Employees Eligible for Optional Retirement	% of Total CSRS & FERS Permanent Employees Eligible for Optional Retirement	Total CSRS & FERS Permanent Employees Eligible for Early and Optional Retirement	% of Total CSRS & FERS Permanent Employees Eligible for Early & Optional Retirement	Not Eligible
660,206	202,700	31%	69,499	11%	272,199	41%	388,007

**CSRS & FERS Retirement Eligibility as of Aug 2013**

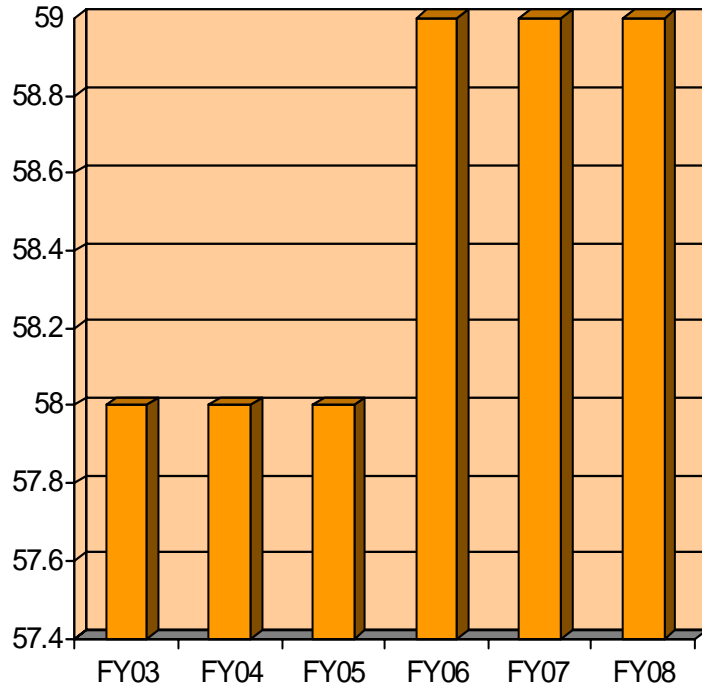
Total Employees in CSRS & FERS	CSRS & FERS Permanent Employees Eligible for Early Retirement	% of Total CSRS & FERS Permanent Employees Eligible for Early Retirement	CSRS & FERS Permanent Employees Eligible for Optional Retirement	% of Total CSRS & FERS Permanent Employees Eligible for Optional Retirement	Total CSRS & FERS Permanent Employees Eligible for Early and Optional Retirement	% of Total CSRS & FERS Permanent Employees Eligible for Early & Optional Retirement	Not Eligible
660,206	286,581	43%	189,996	29%	476,577	72%	183,629

Data represents permanent employees in the FERS/CSRS retirement plans. Special retirement plans are not included.

This chart reflects actual eligibility of the current population assuming they remain the next 5 years. It is not a true projection.

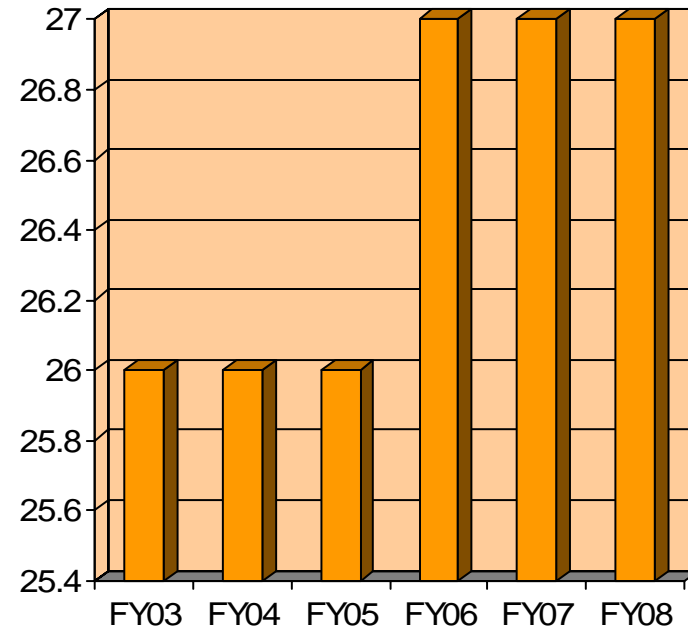
## Average Retirement Age and Average Years of Service at Retirement (Appropriated Fund)

**Average Retirement Age**



■ Average Retirement Age

**Average Years of Service at Retirement**



■ Average Years of Service at Retirement

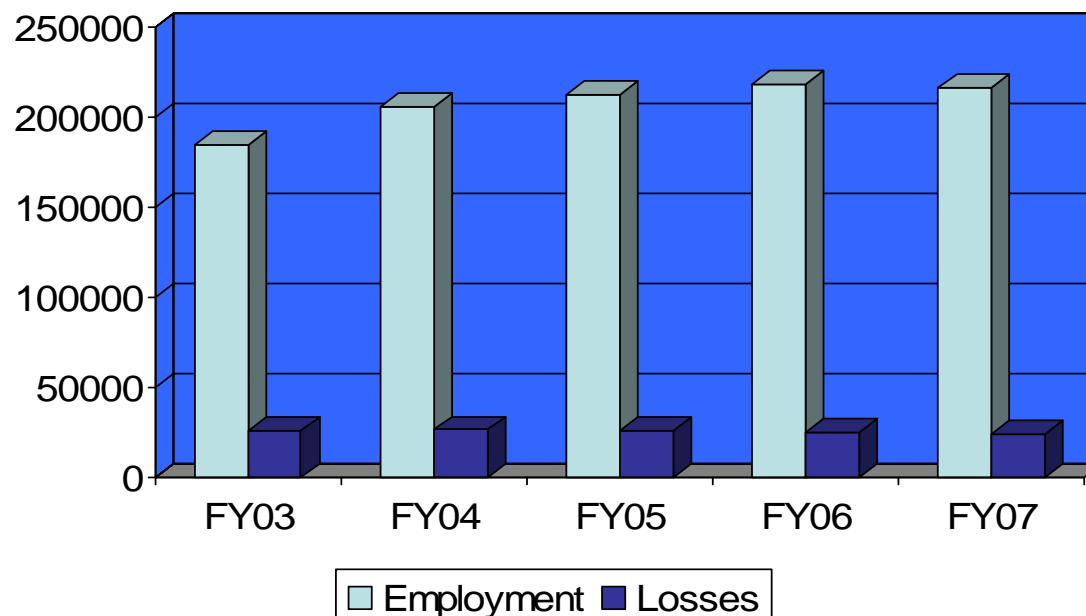
Average Retirement Age	
FY03	58
FY04	58
FY05	58
FY06	59
FY07	59
FY08 (From Oct 1, 2007 to Aug 31, 2008)	59

Average Years of Service at Retirement	
FY03	26
FY04	26
FY05	26
FY06	27
FY07	27
FY08 (From Oct 1, 2007 to Aug 31, 2008)	27

## Army Turnover Rate\* (Appropriated Fund)



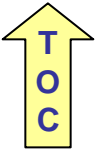
### Army Turnover – All Separations



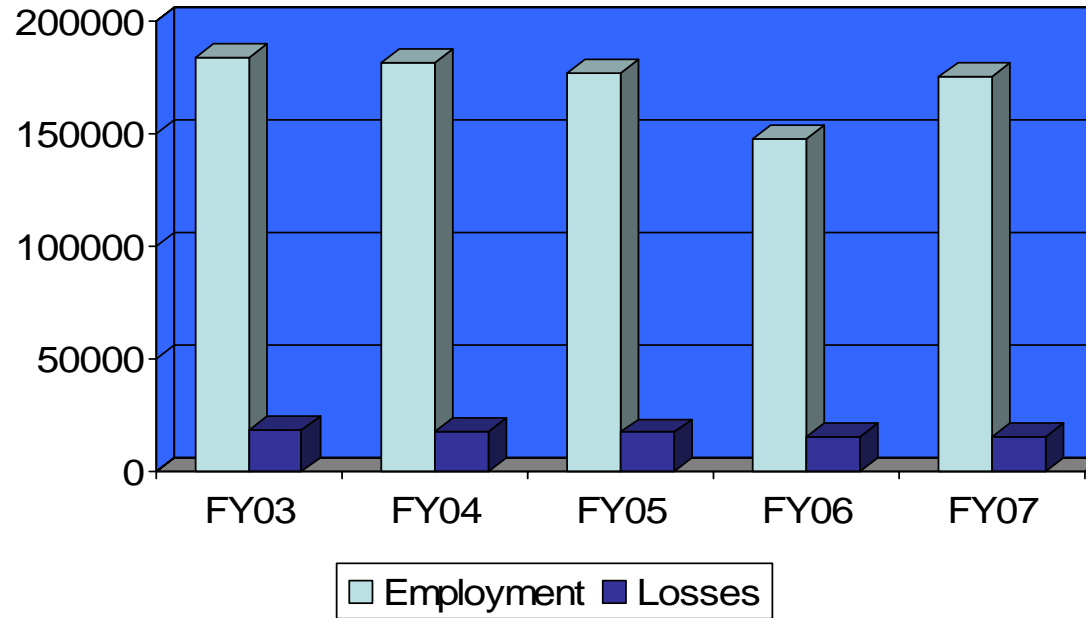
Army Turnover Rate			
	Employment	All Losses	% of Losses compared to Employment
FY03	184461	25930	14%
FY04	205370	26581	13%
FY05	212269	26183	12%
FY06	217938	25306	12%
FY07	215975	24355	11%

\*Turnover rate definition: U.S. Department of Labor, Bureau of Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

## Navy Turnover Rate\* (Appropriated Fund)



### Navy Turnover – All Separations



Navy Turnover Rate			
	Employment	All Losses	% of Losses compared to Employment
FY03	183993	18292	10%
FY04	181406	17700	10%
FY05	177053	17476	10%
FY06	147626	15466	10%
FY07	175229	15649	9%

\*Turnover rate definition: U.S. Department of Labor, Bureau of Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

## Air Force Turnover Rate\* (Appropriated Fund )



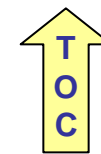
### Air Force Turnover – All Separations



Air Force Turnover Rate			
	Employment	All Losses	% of Losses compared to Employment
FY03	135165	18138	13%
FY04	135020	16729	12%
FY05	136242	16605	12%
FY06	137896	15878	12%
FY07	136580	15640	11%

\*Turnover rate definition: U.S. Department of Labor, Bureau of Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

## DoD Agencies Turnover Rate\* (Appropriated Fund )



### DoD Agencies Turnover – All Separations

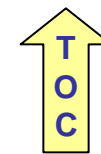


DoD Agencies Turnover Rate			
	Employment	All Losses	% of Losses compared to Employment
FY03	104635	21129	20%
FY04	108218	20328	19%
FY05	105549	18257	17%
FY06	98621	15837	16%
FY07	97756	15666	16%

\*Turnover rate definition: U.S. Department of Labor, Bureau of Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.



## National Guard Turnover Rate\* (Appropriated Fund )



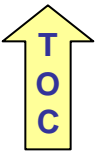
### National Guard Turnover – All Separations



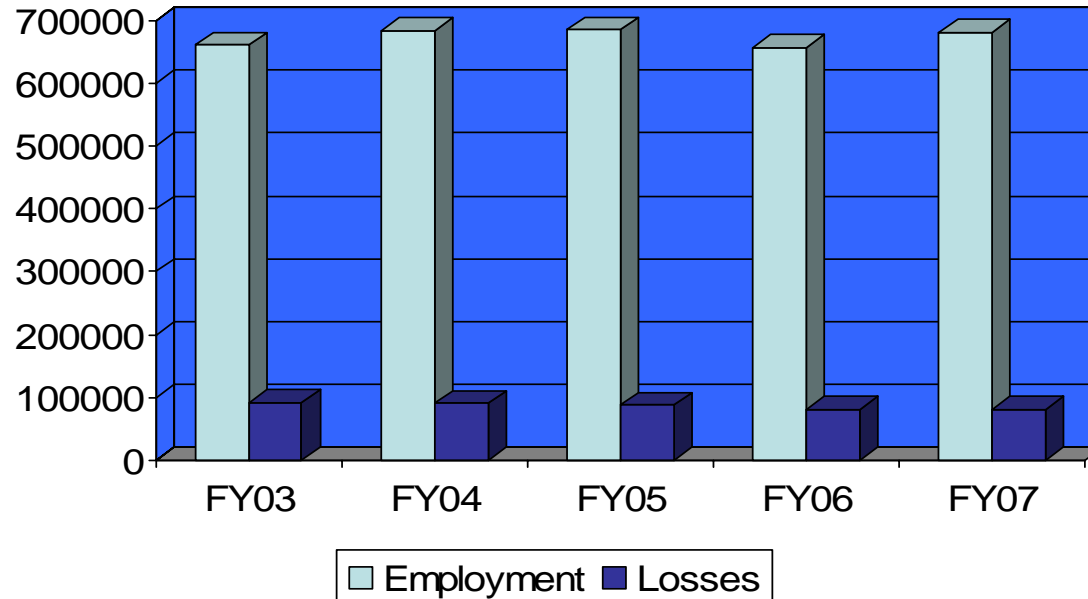
National Guard Turnover Rate			
	Employment Nat. Guard Technicians	All Nat. Guard Technicians Losses	% of Nat. Guard Technicians Losses compared to Employment
FY03	51970	7597	15%
FY04	53035	8823	17%
FY05	53710	9108	17%
FY06	53628	8881	17%
FY07	55482	10166	18%

\*Turnover rate definition: U.S. Department of Labor, Bureau of Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

## All DoD Turnover Rate\* (Appropriated Fund )



### All DoD Turnover – All Separations



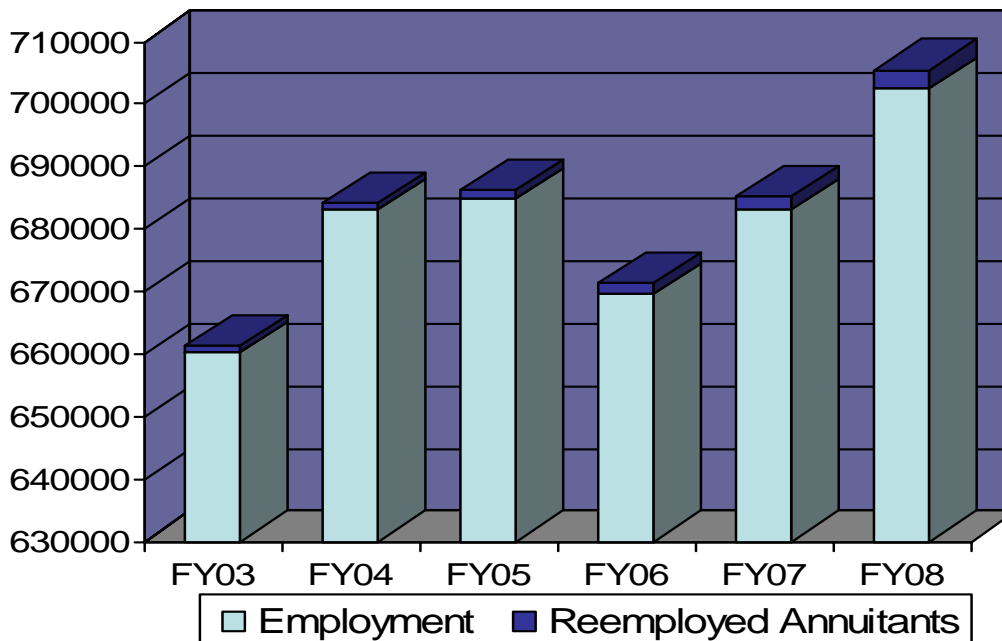
All DoD Turnover Rate			
	Employment	All Losses	% of Losses compared to Employment
FY03	660225	91086	14%
FY04	683049	90161	13%
FY05	684824	87629	13%
FY06	655710	81368	12%
FY07	681023	81476	12%

\*Turnover rate definition: U.S. Department of Labor, Bureau of Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

## All DoD Reemployed Annuitants\* (Appropriated Fund )



### All DoD – All Reemployed Annuitants



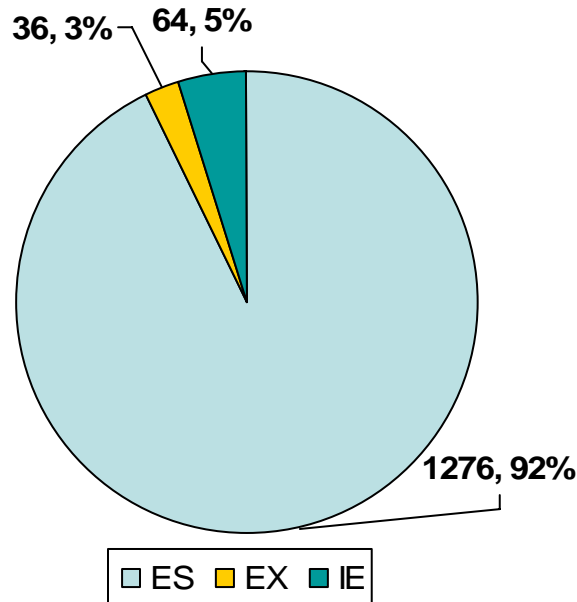
Mar 18, 2004, authority to allow Reemployed Annuitants to receive full salary and annuity benefits.

	FY03			FY04			FY05			FY06			FY07			FY08 (From Oct 1, 2007 to Aug 31, 2008)		
	Employment	Reemployed Annuitants	% Reemployed Annuitants compared to Employment	Employment	Reemployed Annuitants	% Reemployed Annuitants compared to Employment	Employment	Reemployed Annuitants	% Reemployed Annuitants compared to Employment	Employment	Reemployed Annuitants	% Reemployed Annuitants compared to Employment	Employment	Reemployed Annuitants	% Reemployed Annuitants compared to Employment	Employment	Reemployed Annuitants	% Reemployed Annuitants compared to Employment
Army	184461	445	0.24%	205370	393	0.19%	212269	625	0.29%	201431	862	0.43%	217897	1264	0.58%	230807	1801	0.78%
Navy	183993	314	0.17%	181406	286	0.16%	177053	289	0.16%	176415	266	0.15%	176471	302	0.17%	181396	370	0.20%
Air Force	135165	179	0.13%	135020	161	0.12%	136242	169	0.12%	139214	180	0.13%	135440	208	0.15%	133366	229	0.17%
Natl Guard	51970	25	0.05%	53035	62	0.12%	53710	168	0.31%	97696	88	0.09%	56166	67	0.12%	58425	101	0.17%
DoD Agencies	104635	230	0.22%	108218	257	0.24%	105549	310	0.29%	54917	192	0.35%	97096	258	0.27%	98621	357	0.36%
All DoD	660224	1193	0.18%	683049	1159	0.17%	684823	1561	0.23%	669673	1588	0.24%	683070	2099	0.31%	702615	2858	0.41%

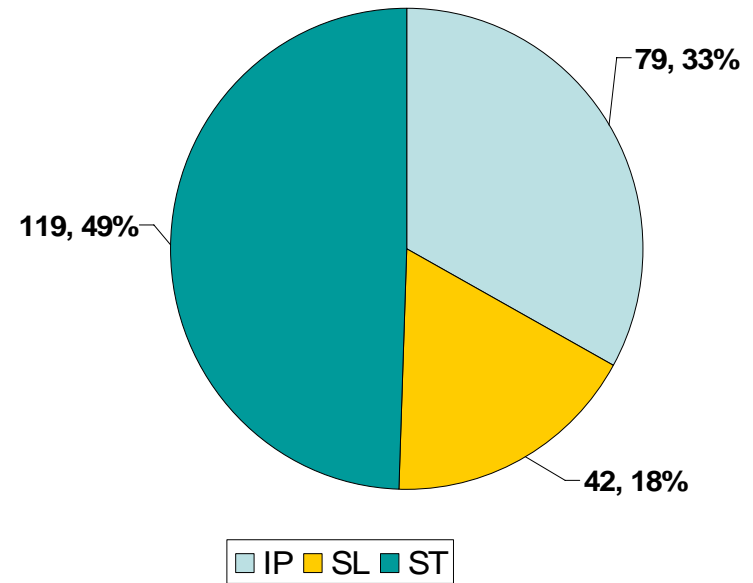
\*Note: DCPDS codes of A, B, G, 1 and 6 (Reemployed FERS Annuitant, Former Reemployed FERS Annuitant not subject to salary reduction, Reemployed CSRS Annuitant, Reemployed CSRS Annuitant not subject to salary reduction) were used.

## DoD Executives and Senior Level Employees (Appropriated Fund)

### Senior Executive Service/ Executive Pay/Intelligence Executive



### Intelligence Professional/ Senior Level Positions/Scientific and Professional



Executive Service/Executive Pay/Intelligence Executive	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Total ES	1276	92.73%	0.1816%
Total EX	36	2.62%	0.0051%
Total IE	64	4.65%	0.0091%
<b>Total</b>	<b>1376</b>	<b>100.00%</b>	<b>*0.1958%</b>

Total Appropriated Fund Population 702,615

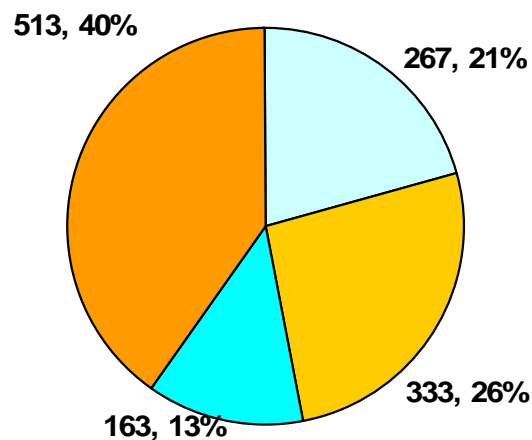
\* Percentage shown in this report may not add to totals due to rounding

Intelligence Professional/Senior Level Positions/Scientific and Professional	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Total IP	79	32.92%	0.0112%
Total SL	42	17.50%	0.0060%
Total ST	119	49.58%	0.0169%
<b>Total</b>	<b>240</b>	<b>100.00%</b>	<b>*0.0342%</b>

Total Appropriated Fund Population 702,615

## DoD Executives by Component (Appropriated Fund)

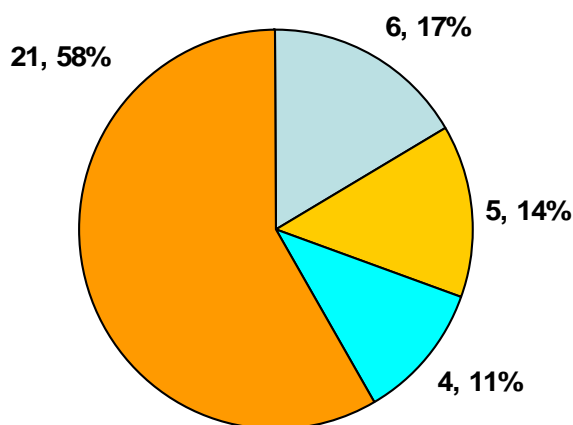
### Senior Executive Service



□ Army □ Navy □ Air Force □ DoD Agencies

Senior Executive Service	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Army	267	20.92%	0.0380%
Navy	333	26.10%	0.0474%
Air Force	163	12.77%	0.0232%
DoD Agencies	513	40.20%	0.0730%
<b>Total</b>	<b>1276</b>	<b>100.00%</b>	<b>*0.1816%</b>

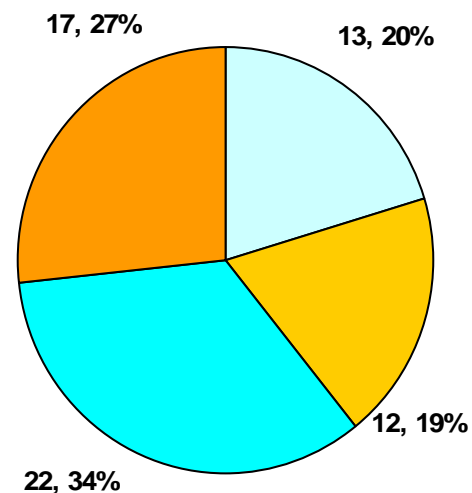
### Executive Pay



□ Army □ Navy □ Air Force □ DoD Agencies

Executive Pay	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Army	6	16.67%	0.0009%
Navy	5	13.89%	0.0007%
Air Force	4	11.11%	0.0006%
DoD Agencies	21	58.33%	0.0030%
<b>Total</b>	<b>36</b>	<b>100.00%</b>	<b>*0.0051%</b>

### Intelligence Executive



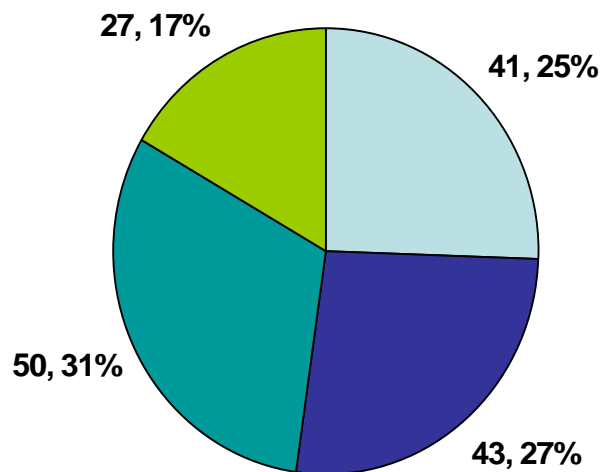
□ Army □ Navy □ Air Force □ DoD Agencies

Intelligence Executive	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Army	13	20.31%	0.0019%
Navy	12	18.75%	0.0017%
Air Force	22	34.38%	0.0031%
DoD Agencies	17	26.56%	0.0024%
<b>Total</b>	<b>64</b>	<b>100.00%</b>	<b>*0.0091%</b>

Total Appropriated Fund Population 702,615

\*Percentage shown in these reports may not add to totals due to rounding

## DoD Senior Level Positions/Scientific and Professional by Components (Appropriated Fund)

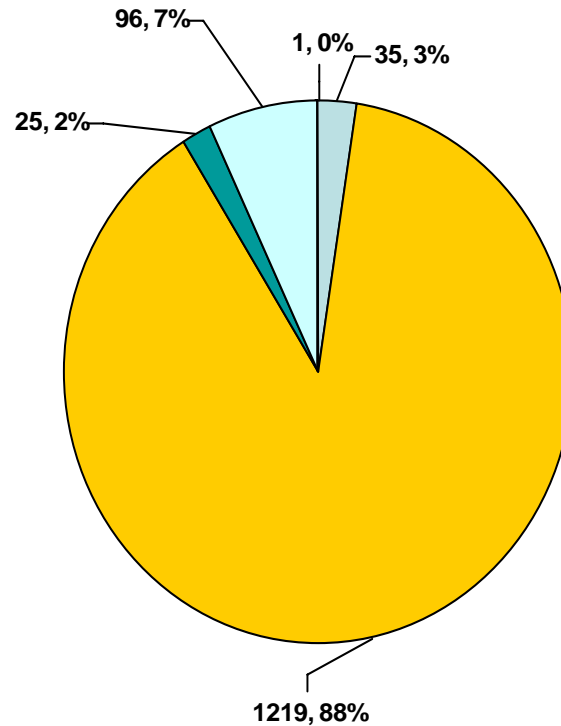
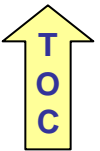


■ Army
 ■ Navy
 ■ Air Force
 ■ DoD Agencies

Senior Level Positions/Scientific and Professional	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Army	41	25.47%	0.0058%
Navy	43	26.71%	0.0061%
Air Force	50	31.06%	0.0071%
DoD Agencies	27	16.77%	0.0038%
<b>Total</b>	<b>161</b>	<b>100.00%</b>	<b>*0.0229%</b>

Total Appropriated Fund Population 702,615

## DoD Executives by Appointment Type (Appropriated Fund)

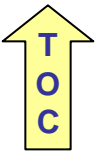


☐ Excepted Indefinite
 ☒ SES Career
 ☒ SES Limited Term
 ☐ SES Non Career
 ☒ Blank

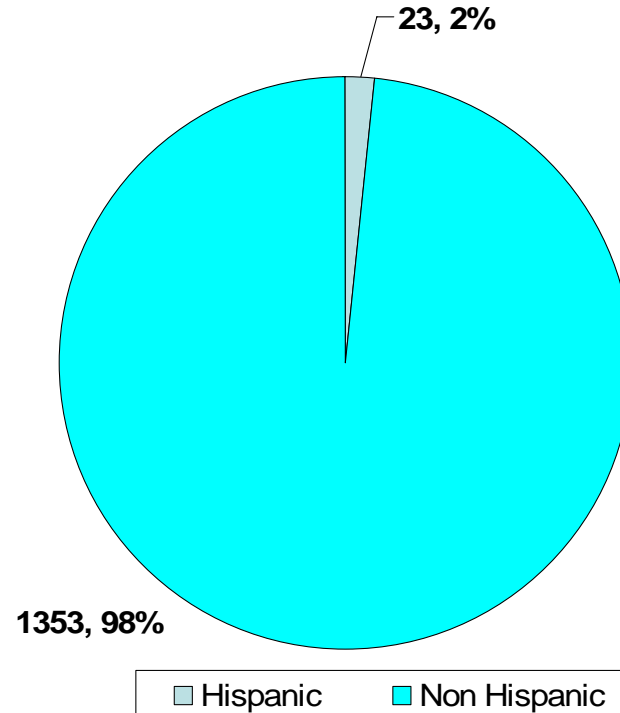
DoD Executives by Appointment Type			
	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Excepted Indefinite	35	2.54%	0.0050%
SES Career	1219	88.59%	0.1735%
SES Limited Term	25	1.82%	0.0036%
SES Non Career	96	6.98%	0.0137%
Blank	1	0.07%	0.0001%
<b>Total</b>	<b>1376</b>	<b>100.00%</b>	<b>*0.1958%</b>

\* Percentage shown in this report may not add to totals due to rounding

# DoD Executives Demographics (Appropriated Fund)



## Ethnicity Senior Executive Service/Executive Pay/Intelligence Executive



Ethnicity	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Hispanic	23	1.67%	0.0033%
Not Hispanic	1353	98.33%	0.1917%
<b>Total</b>	<b>1376</b>	<b>100.00%</b>	<b>*0.1949%</b>

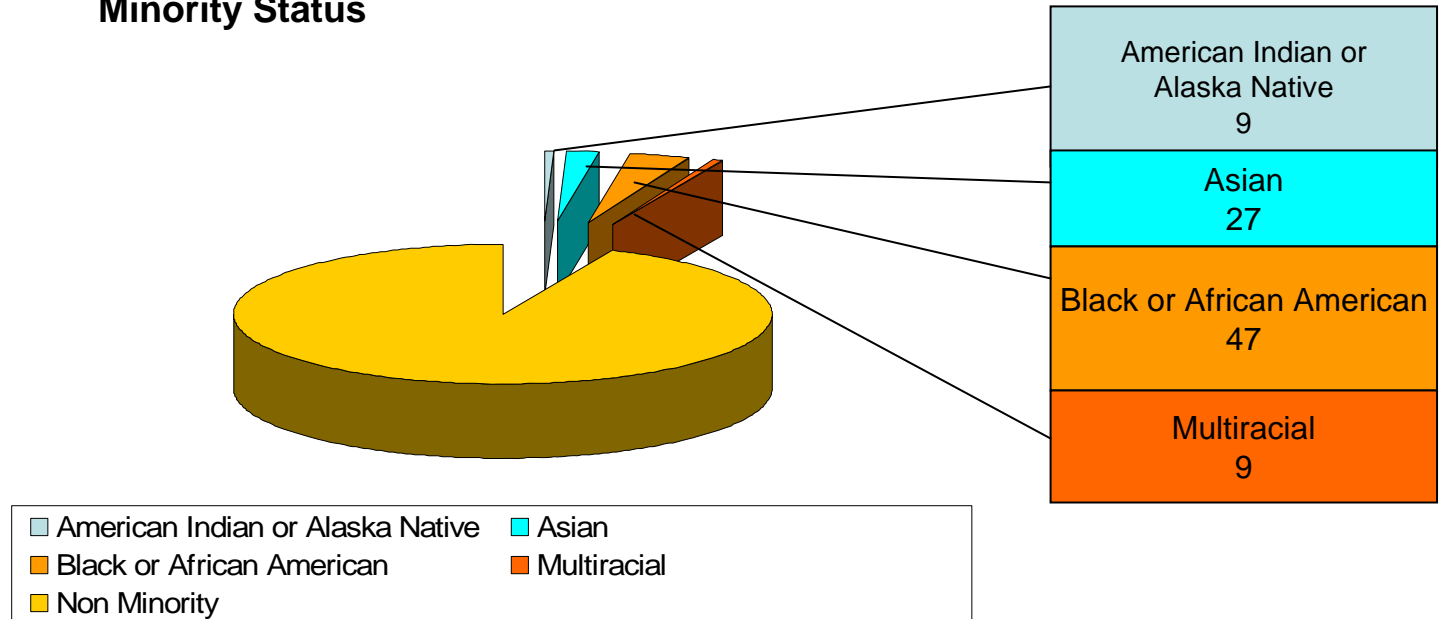
Total Appropriated Fund Population 702,615

\* Percentage shown in this report may not add to totals due to rounding



## General Workforce Demographics of Executives (Appropriated Fund)

### Minority Status

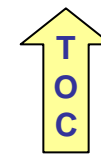


Race Designation	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
American Indian or Alaska Native	9	0.65%	0.0013%
Asian	27	1.96%	0.0038%
Black or African American	47	3.42%	0.0067%
Multiracial	9	0.65%	0.0013%
White	1263	91.79%	0.1798%
Race Unspecified	19	1.38%	0.0027%
Identity Pending	2	0.15%	0.0003%
<b>Total</b>	<b>1376</b>	<b>100.00%</b>	<b>*0.1958%</b>

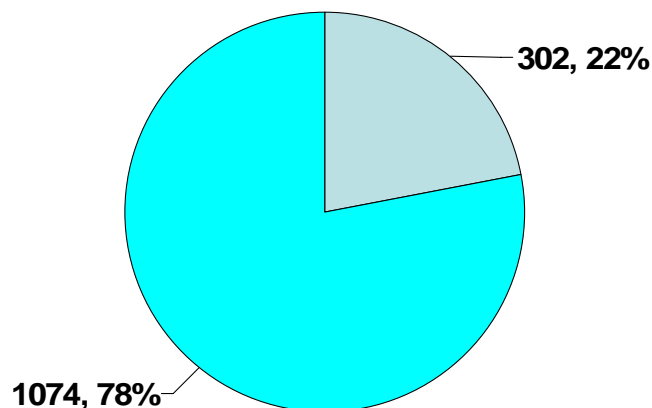
Total Appropriated Fund Population 702,615

\* Percentage shown in this report may not add to totals due to rounding

## DoD Executives Demographics (Appropriated Fund)



**Gender**  
**Senior Executive**  
**Service/Executive**  
**Pay/Intelligence Executive**

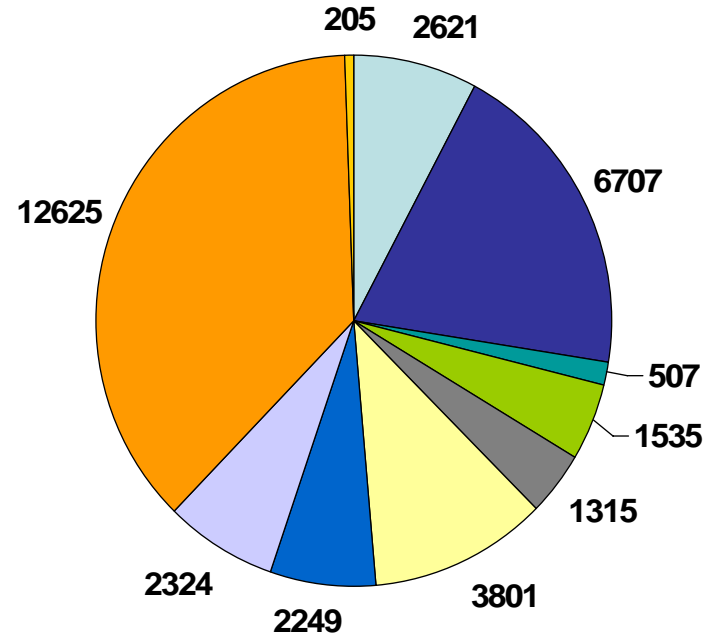
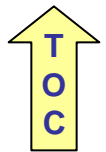


Gender	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Female	302	21.95%	0.0430%
Male	1074	78.05%	0.1529%
<b>Total</b>	<b>1376</b>	<b>100.00%</b>	<b>*0.1958%</b>

Total Appropriated Fund Population 702,615

\* Percentage shown in this report may not add to totals due to rounding

## Lab/Demonstration Projects (Appropriated Fund)

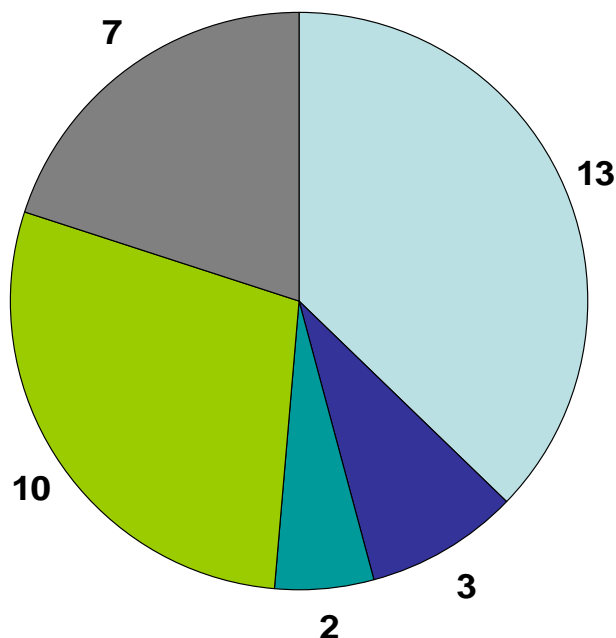
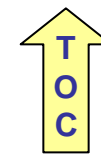


Air Force Research Lab	Army Aviation Research, Dev&Eng Ctr
Army Comm-Electronics Comm Research	Army Engineer Research & Dev Ctr
Army Medical Research and Mat Cmd	China Lake Demo
DoD Acquisition Demo	Naval Research Lab
Navy Warfare Center	Space and Naval Warfare Sys Command

Lab/Demos	Total	% Compared To Total Lab/Demos	% Compared To Total Appropriated Fund Population
Air Force Research Lab	2621	7.73%	0.37%
Army Aviation Research, Dev&Eng Ctr	6707	19.79%	0.95%
Army Comm-Electronics Comm Research	507	1.50%	0.07%
Army Engineer Research & Dev Ctr	1535	4.53%	0.22%
Army Medical Research and Mat Cmd	1315	3.88%	0.19%
China Lake Demo	3801	11.22%	0.54%
DoD Acquisition Demo	2249	6.64%	0.32%
Naval Research Lab	2324	6.86%	0.33%
Navy Warfare Center	12625	37.25%	1.80%
Space and Naval Warfare Sys Command	205	0.60%	0.03%
<b>Total</b>	<b>33889</b>	<b>100.00%</b>	<b>4.82%</b>

Total Appropriated Fund Population 702,615

## Lab/Demonstration Projects (Appropriated Fund)

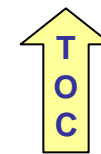


Army Aviation Research, Dev&Eng Ctr	Army Engineer Research & Dev Ctr
Army Medical Research and Mat Cmd	Naval Research Lab
Navy Warfare Center	

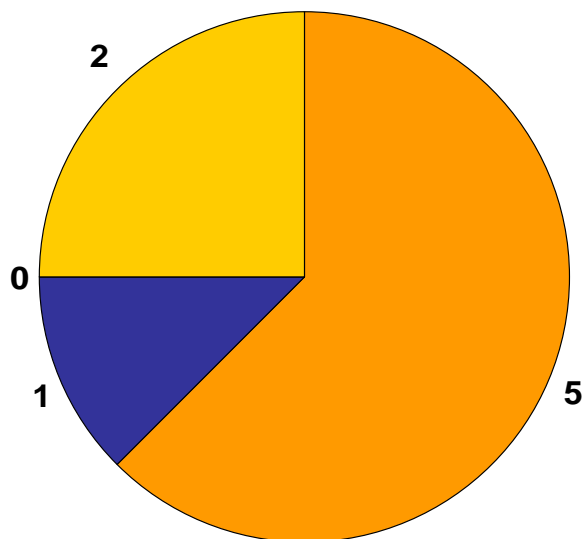
Lab/Demos High Grades	Grade 05	Compared to Total Grade 05	% Compared To Total Appropriated Fund Population	Grade 06	Compared to Total Grade 06	% Compared To Total Appropriated Fund Population
Army Aviation Research, Dev&Eng Ctr	13	52.00%	0.0019%	0	0.00%	0.0000%
Army Engineer Research & Dev Ctr	0	0.00%	0.0000%	3	30.00%	0.0004%
Army Medical Research and Mat Cmd	2	8.00%	0.0003%	0	0.00%	0.0000%
Naval Research Lab	10	40.00%	0.0014%	0	0.00%	0.0000%
Navy Warfare Center	0	0.00%	0.0000%	7	70.00%	0.0010%
<b>Total</b>	<b>25</b>	<b>100.00%</b>	<b>0.0036%</b>	<b>10</b>	<b>100.00%</b>	<b>0.0014%</b>

Total Appropriated Fund Population 702,615

# Scientists and Engineers hired under DARPA Authority (Appropriated Fund )



**Current Employees**

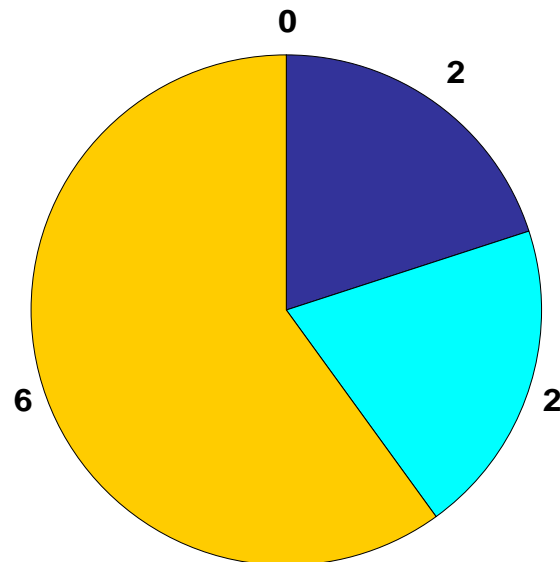


Army Navy Air Force DoD Agencies

Scientists and Engineers hired under DARPA Authority	Total	% Compared To Total Hired under DARPA Authority	% Compared To Total Appropriated Fund Population
Army	5	62.50%	0.001%
Navy	1	12.50%	0.000%
Air Force	0	0.00%	0.000%
DoD Agencies	2	25.00%	0.000%
<b>Total</b>	<b>8</b>	<b>100.00%</b>	<b>0.001%</b>

Total Appropriated Fund Population 702,615

**Hires No Longer on Rolls**



Army Navy Air Force DoD Agencies

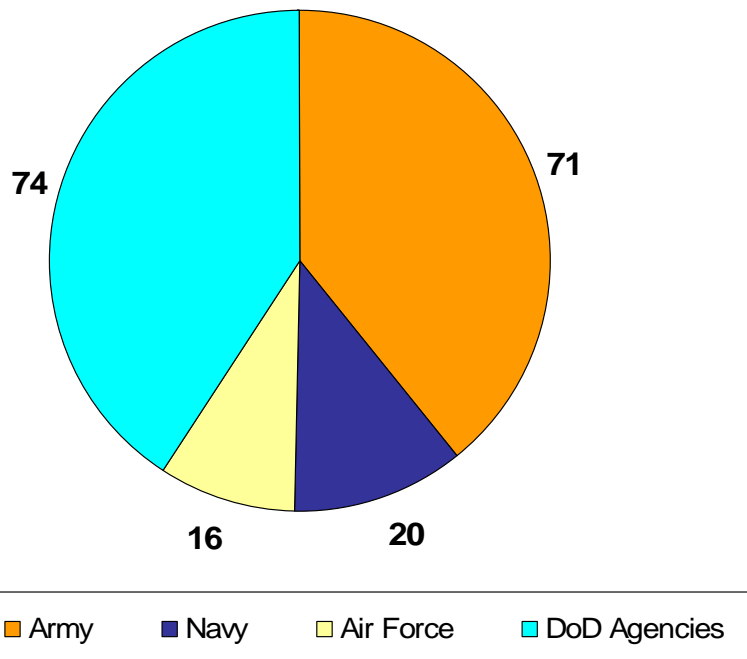
Scientists and Engineers hired under DARPA Authority and No Longer on Rolls	Total	% Compared To Total No Longer on Rolls	% Compared To Total Appropriated Fund Population
Army	0	0.00%	0.000%
Navy	2	20.00%	0.000%
Air Force	2	20.00%	0.000%
DoD Agencies	6	60.00%	0.001%
<b>Total</b>	<b>10</b>	<b>100.00%</b>	<b>0.001%</b>

Total Appropriated Fund Population 702,615

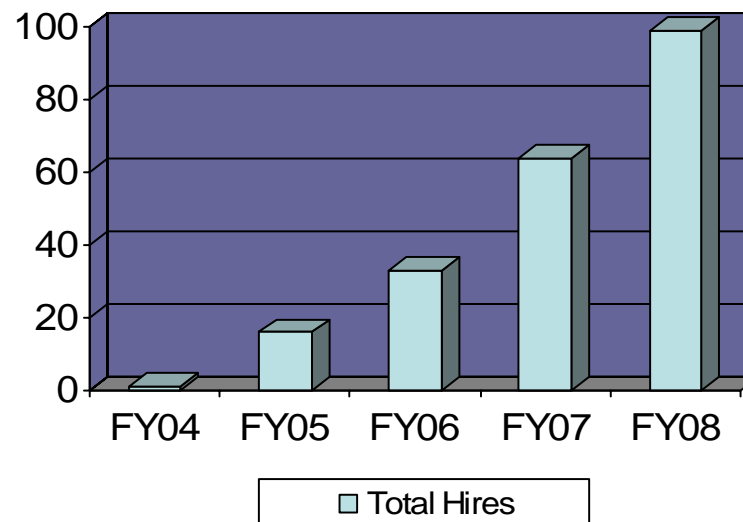
# Highly Qualified Experts hired since February 27, 2004 under Legal Authority 5 U.S.C. 9903 (Appropriated Fund )



**Current Employees**



**Total Hires since Feb 27, 2004**



Highly Qualified Experts - Current Population	Total	% Compared To Total Current Population	% Compared To Total Appropriated Fund Population
Army	71	39.23%	0.010%
Navy	20	11.05%	0.003%
Air Force	16	8.84%	0.002%
DoD Agencies	74	40.88%	0.011%
<b>Total</b>	<b>181</b>	<b>100.00%</b>	<b>*0.026%</b>

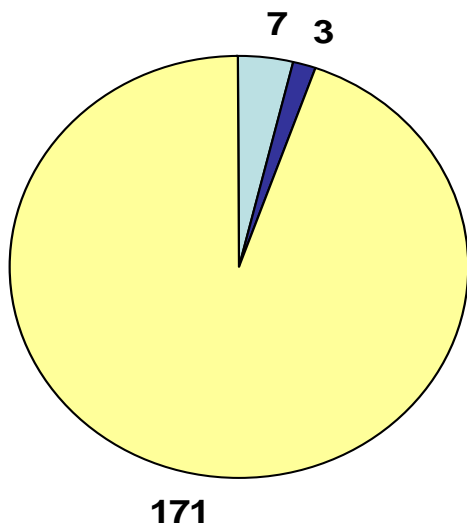
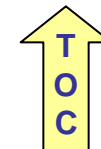
Total Hires of Highly Qualified Experts since Feb 27, 2004	Total	% Compared To Total Appropriated Fund Population	% Compared To Total Appropriated Fund Population
FY04 (From Feb 27, 2004 to Sep 30, 2005)	1	0.49%	0.000%
FY05	16	7.88%	0.002%
FY06	33	16.26%	0.005%
FY07	64	31.53%	0.009%
FY08	89	43.84%	0.013%
<b>Total</b>	<b>203</b>	<b>100.00%</b>	<b>*0.029%</b>

Total Appropriated Fund Population 702,615

\*Percentage shown in this report may not add to totals due to rounding

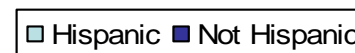
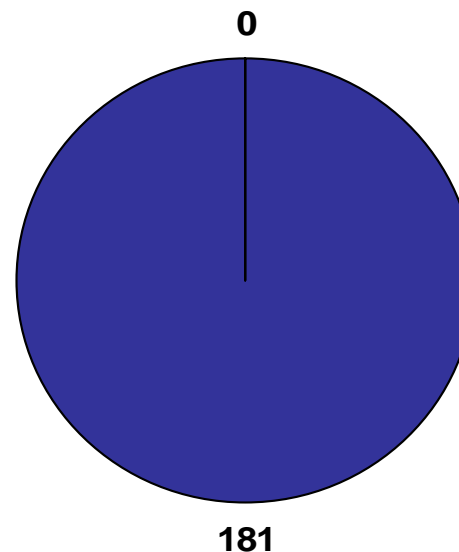
\*Percentage shown in this report may not add to totals due to rounding

# Highly Qualified Experts General Workforce Demographics (Appropriated Fund)



Race Designation	Total	% Compared To Total Race Designation	% Compared To Total Appropriated Fund Population
Asian	7	3.87%	0.001%
Black or African American	3	1.66%	0.000%
White	171	94.48%	0.024%
<b>Total</b>	<b>181</b>	<b>100.00%</b>	<b>*0.026%</b>

Total Appropriated Fund Population 702,615

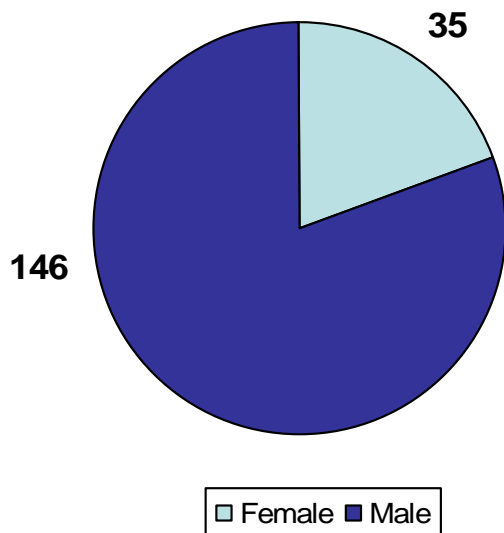


Ethnicity	Total	% Compared To Total Ethnicity	% Compared To Total Appropriated Fund Population
Hispanic	0	0.00%	0.000%
Not Hispanic	181	100.00%	0.026%
<b>Total</b>	<b>181</b>	<b>100.00%</b>	<b>*0.026%</b>

Total Appropriated Fund Population 702,615

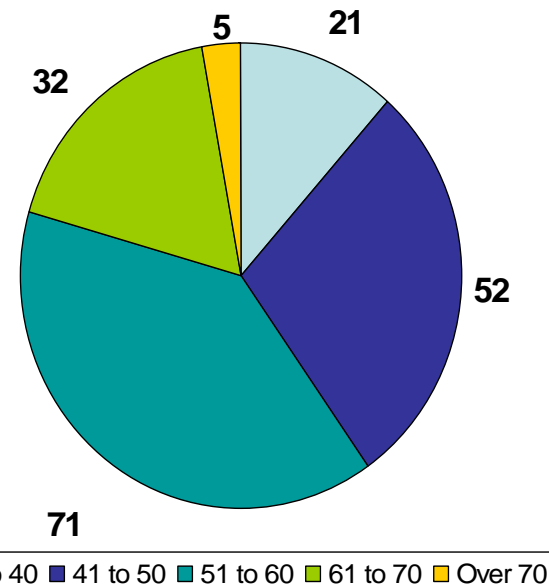
\* Percentages shown in these reports may not add to totals due to rounding

# Highly Qualified Experts General Workforce Demographics (Appropriated Fund)



Gender	Total	% Compared To Total Gender	% Compared To Total Appropriated Fund Population
Female	35	19.34%	0.005%
Male	146	80.66%	0.021%
<b>Total</b>	<b>181</b>	<b>100.00%</b>	<b>*0.026%</b>

Total Appropriated Fund Population 702,615



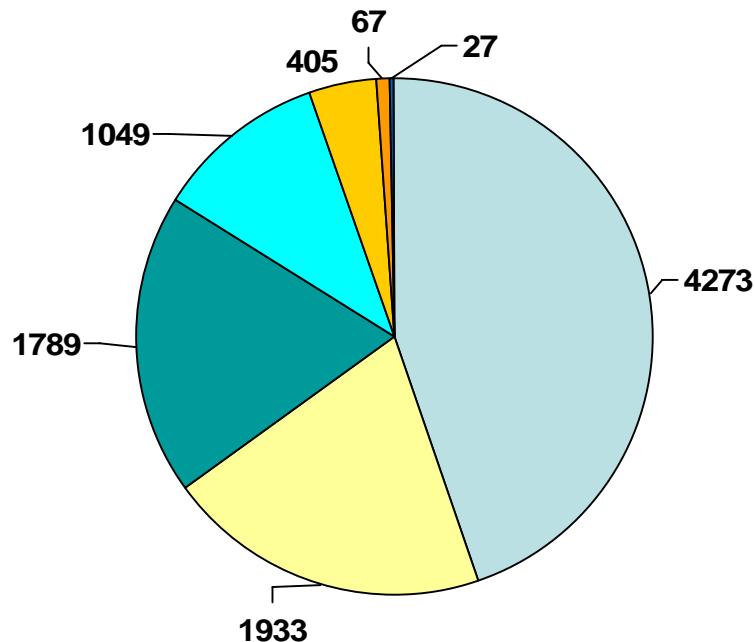
Age	Total	% Compared To Total Age	% Compared To Total Appropriated Fund Population
31 to 40	21	11.60%	0.003%
41 to 50	52	28.73%	0.007%
51 to 60	71	39.23%	0.010%
61 to 70	32	17.68%	0.005%
Over 70	5	2.76%	0.001%
<b>Total</b>	<b>181</b>	<b>100.00%</b>	<b>*0.026%</b>

Total Appropriated Fund Population 702,615

\*Percentages shown in these reports may not add to totals due to rounding



## Administratively Determined (Appropriated Fund)



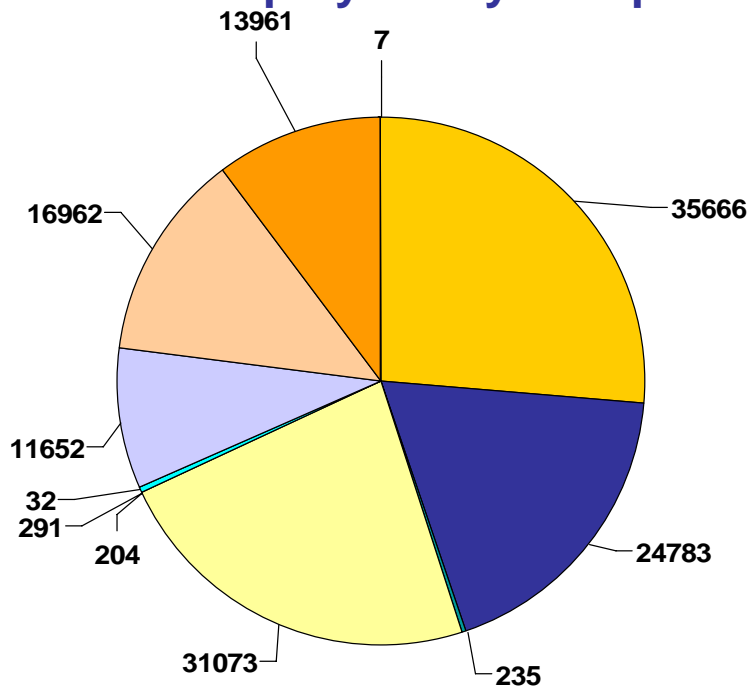
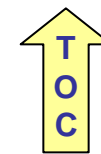
■ AD 00-04 
 ■ AD 05-09 
 ■ AD 10-14 
 ■ AD 15-19 
 ■ AD 20-24 
 ■ AD 25-28 
 ■ AD 30

Administratively Determined	Total	% Compared To Total Administratively Determined	% Compared To Total Appropriated Fund Population
AD 00-04	4273	44.78%	0.61%
AD 05-09	1933	20.26%	0.28%
AD 10-14	1789	18.75%	0.25%
AD 15-19	1049	10.99%	0.15%
AD 20-24	405	4.24%	0.06%
AD 25-28	67	0.70%	0.01%
AD 30	27	0.28%	0.00%
<b>Total</b>	<b>9543</b>	<b>100.00%</b>	<b>1.36%</b>

Total Appropriated Fund Population 702,615

**NON APPROPRIATED FUND**

## Non Appropriated Fund Employees by Component



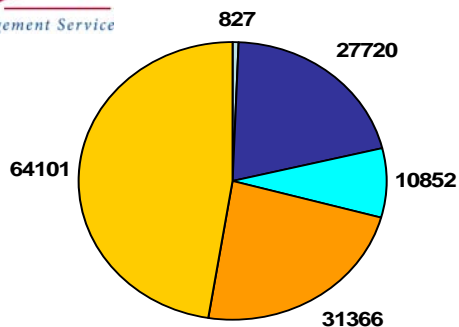
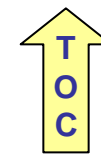
■ AAFES  
 ■ Army  
 ■ DHRA  
 ■ Navy Exchange

■ Air Force  
 ■ DFAS  
 ■ Marine Corps  
 ■ OSD

■ Armed Forces Information Services  
 ■ DLA  
 ■ Navy

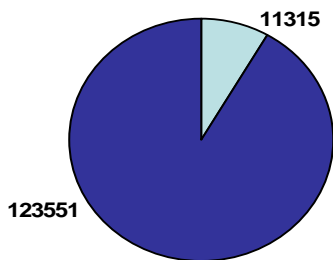
Non Appropriated Fund Employees		
Total = 134866		
AAFES	35666	26%
Air Force	24783	18%
Armed Forces Information Services	235	0%
Army	31073	23%
DFAS	204	0%
DLA	291	0%
DHRA	32	0%
Marine Corps	11652	9%
Navy	16962	13%
Navy Exchange	13961	10%
OSD	7	0%
<b>Total</b>	<b>134866</b>	<b>100%</b>

# General Workforce Demographics (Non Appropriated Fund)



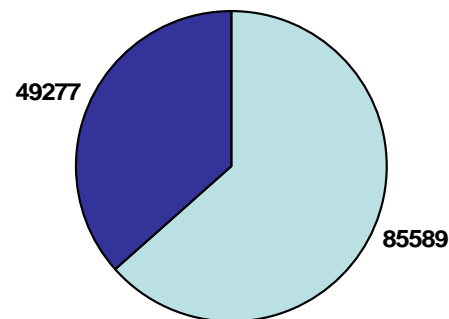
☐ Amer Indian/Alaskan Native 
 ☐ Black 
 ☐ Other Asian/Pacific Islander  
☐ White 
 ☐ Race Unspecified

Race Designation Total = 134866		
Amer Indian/Alaskan Native	827	1%
Black	27720	48%
Other Asian/Pacific Islander	10852	8%
White	31366	21%
Race Unspecified	64101	23%
<b>Total Non Appropriated Fund Population</b>	<b>134866</b>	<b>100%</b>



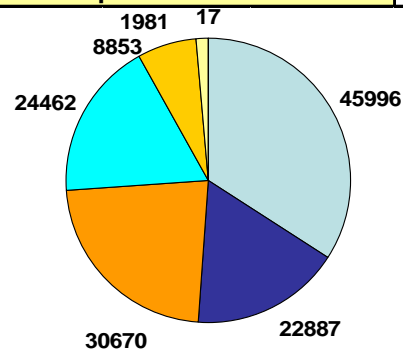
☐ Hispanic 
 ☐ Not Hispanic

Ethnicity Total = 134866		
Hispanic	11315	8%
Not Hispanic	123551	92%
<b>Total Non Appropriated Fund Population</b>	<b>134866</b>	<b>100%</b>



☐ Female 
 ☐ Male

Gender Total = 134866		
Female	85589	63%
Male	49277	37%
<b>Total Non Appropriated Fund Population</b>	<b>134866</b>	<b>100%</b>

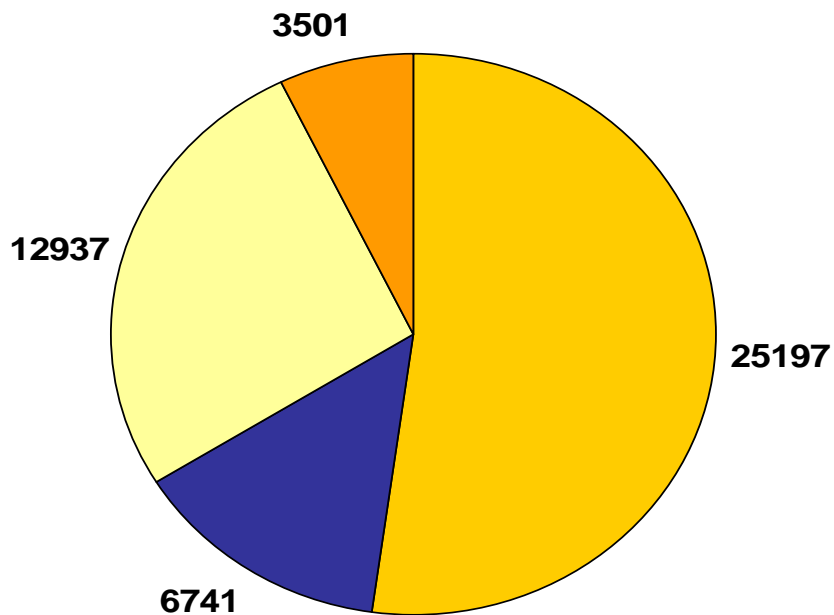


☐ 30 and below 
 ☐ 31 to 40 
 ☐ 41 to 50 
 ☐ 51 to 60 
 ☐ 61 to 70 
 ☐ Over 70 
 ☐ Unknown

Age Total = 134866		
30 and below	45996	34%
31 to 40	22887	17%
41 to 50	30670	23%
51 to 60	24462	18%
61 to 70	8853	7%
Over 70	1981	1%
Unknown	17	0%
<b>Total Non Appropriated Fund Population</b>	<b>134866</b>	<b>100%</b>

**LOCAL NATIONALS**

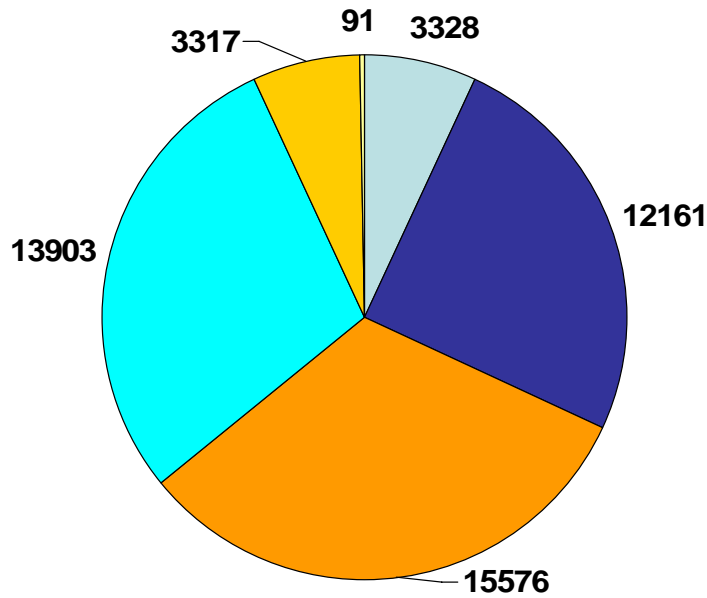
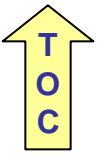
## Local National Employees by Component



■ Army 
 ■ Navy 
 ■ Air Force 
 ■ DoD Agencies

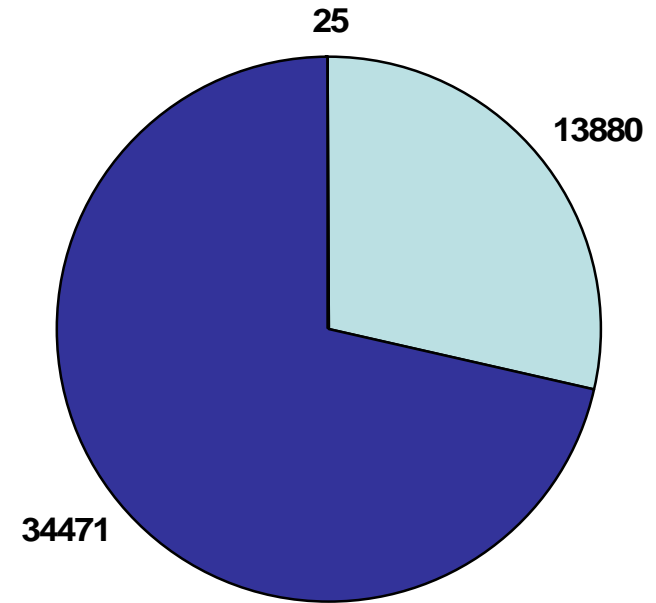
Local Nationals		
Army	25197	52%
Navy	6741	14%
Air Force	12937	27%
DoD Agencies	3501	7%
<b>Total Local National Population</b>	<b>48376</b>	<b>100%</b>

# General Workforce Demographics (Local Nationals)



■ 30 and below 
 ■ 31 to 40 
 ■ 41 to 49 
 ■ 50 to 59 
 ■ 60 to 69 
 ■ 70 and over

Age		
30 and below	3328	7%
31 to 40	12161	25%
41 to 49	15576	32%
50 to 59	13903	29%
60 to 69	3317	7%
70 and over	91	0%
<b>Total Local National Population</b>	<b>48376</b>	<b>100%</b>



■ Female 
 ■ Male 
 ■ Unknown

Gender		
Female	13880	29%
Male	34471	71%
Unknown	25	0%
<b>Total Local National Population</b>	<b>48376</b>	<b>100%</b>